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ABSTRACT

Papers, workshop sessions, and official business of the Association for Population/Family Planning Libraries and Information Centers (APLIC) are presented in the proceedings of this annual conference. The presidential address by Richard Hankinson is followed by the keynote address, in which Ansley J. Coale discusses Malthus and the population trends in his day and the present. Topics of contributed papers include the future of American fertility, assessment of microform capacities in selected Southeast Asian information facilities, population information online, and networking of population information centers. Official APLIC presentations consist of a survey on access to population information centers and libraries, and a session on functions and services of these centers. Workshop topics are: the census as reference source, professional/staff development, selection and acquisitions, and resources for population information exchange. Appendices contain minutes of the annual business meeting, the organizational handbook, directory of members, committee and chapter reports, and guidelines for funding of APLIC projects. (SW)

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THE IMPACT OF POPULATION INFORMATION:

IMPLICATIONS FOR THE 1980's

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PRESIDENTIAL ADDRESS

Richard Hankinson

In agreeing to stand up here infront of you for the purpose of delivering a Presidential Address to lead off APLIC's Twelfth Annual Conference I have been the victim of either a well-conceived confidence trick worthy of the one featured in the movie "The Sting," or, more likely, I am reaping the rewards of my own incompetence. In my innocence, I thought the price of holding the honor of President of APLIC for a year was to prepare and present a thoughtful, substantive address at the annual conference. So you can imagine my chagrin when I started to prepare this address by looking through the proceedings of earlier conferences to see what weighty topics had been dealt with by my predecessors, only to find that most of them had cleverly resolved the problem by saying nothing at all. So let me go on the record to say to my successors in this office that they only agree to give a Presidential Address if they feel they have something important that they have to say: in other words it's a presidential privilege to stand up here and hold forth, and not a presidential obligation.

It so happens that I do have some thoughts that I want to share with you, and I welcome the opportunity afforded by this occasion to try and sort out some of the questions related to APLIC that I have been mulling over in my mind during this past year. I say "questions," because I don't think I am too clear about the answers, and my objective is not only to try and clarify them to my own satisfaction, but to get them out on the table, so that APLIC members as a whole--either present here, or receiving the proceedings of this conference in due course--can contribute to the process of finding the answers. I would like also here to publicly acknowledge my debt to Blanche Horowitz and Helen Kolbe, whose papers in earlier APLIC Conference proceedings acted as the basis from which I started in developing the thoughts I am about to share with you today.

My first concern is with the growth of APLIC. Over the twelve years it has been in existence, APLIC has grown from 15 to 150 members, and has survived the potentially dangerous process of emerging from the cozy womb provided by Chapel Hill's Carolina Population Center. It now stands on its own feet and is truly a self-sufficient organization in its own right. However if I try to look into the future, I can't see APLIC membership continuing to increase substantially as it has done in the past. In other words, I suspect that we have reached a ceiling, and that our potential total membership is around 200, of which half will be from North America. If I am correct in this assumption, certain factors intervene which affect APLIC's future. The most important seems to me that we will never have a membership large enough to pay for a permanent secretariat. The only way this could be paid for is by sharing the costs of a permanent secretariat with one or more organizations, preferably with compatible aims and objectives, and probably by doubling our current annual membership dues.

Now you may well by now be asking why your soon-to-be ex-President is blathering on about the need for a permanent secretariat when APLIC is already splendidly looked after by our present secretary, Dorothy Kaufman. My reason is that while Dorothy does an excellent job as secretary, what I feel is now needed is a permanent officer who will be able to represent and speak up for APLIC wherever and whenever it is necessary to do so. At this very moment, for example, there is a meeting on organizations with NGO status to UNFPA being held in Geneva. Someone ought to be there telling that group what APLIC is and does, looking for opportunities to put APLIC forward as a suitable organization to undertake certain tasks that it is well placed to perform, and making contacts with UNFPA staffers and representatives of other NGO's that could prove useful in the future. We don't have anybody to undertake this role, and if we did we could not afford to send them to Geneva for this meeting. There are certainly more important events than a UNFPA NGO meeting, but my contention is that to be in the running for grant funds--which we say we want to compete for--we need someone who has the time and opportunity to make the contacts and frequent the corridors of power, by which I mean the offices of the funding agencies, to look after and promote APLIC's interests. I think the time has come to start exploring the list of possible organizations that APLIC might approach to arrange some kind of affiliation or cost-sharing with. Should it be oriented to library and information skills, or to the subject we are concerned with, which is population and family planning? And should it be North American or international?

My second concern is with the organizational structure that APLIC might take in the future. In her address to us last year, my immediate predecessor as president, Helen Kolbe, suggested that one road to follow would be the encouragement of national chapters and regional associations on the model of Latin America's AICIP, with the idea that the present APLIC-International might at some time in the future re-form as a North American regional association, with its international activities shared with other regional bodies that will by then have emerged. I think this is an ideal scenario, and would wholeheartedly welcome its development. I think that the prospects of an Indian national APLIC chapter soon becoming a reality are good, and that there is a good chance that a Southeast Asian regional association could develop in a few years' time. However, I am concerned by the apparent lack of any regional activities between libraries and information centers in Europe. Maybe they happen regularly, and we don't know about it: but if they do not, I think it would be worth investigating to see why they don't. If we find it so useful to develop professional contacts with each other through something like APLIC, surely our European counterparts would too. And here, rather than tossing off yet another question without an answer, I volunteer, if requested to do so by my successor as President, to look into this and see if the time is ripe to encourage the development of a regional APLIC-type activity in Europe.

My only reservation about a future APLIC structure of regional associations working together on international matters is a major one--money. I think we would be deluding ourselves if we thought we could afford to pay for annual Board meetings of representatives of APLIC regions, and I doubt if any funding institution would be interested in paying for this

expensive, housekeeping type of activity. I suspect global travel on any kind of a regular basis will be out of our reach if APLIC remains the kind of organization we are familiar with.

My third concern is also related to money. During the last two years we have been particularly successful in raising grant funds to undertake activities we think are important, particularly training seminars and publications. In contrast to the earlier days of APLIC, these projects have involved some payments to APLIC members for services rendered in completing them. The co-existence of voluntary and paid contributions has given rise to some problems that led me as President to set up an ad hoc committee to consider them. The committee has met and prepared some proposed guidelines concerning payments for activities in APLIC projects. Those guidelines have been typed and reproduced, and I would like to bring them to the Board for consideration and, hopefully, for approval at the open business and board of directors meeting to be held here on Wednesday at 4:15. I would urge you all to read this proposal and to come to the meeting, which all APLIC members are encouraged to come to and participate in. I think the issue is particularly important because it affects the kind of organization APLIC will become over the next few years. The choice is whether APLIC will actively pursue grant funds for projects, and I am convinced this means payment in those projects for services rendered, or whether APLIC will continue as a wholly volunteer body, in which case I am also convinced that any major raising of funds for projects is out of the question. It is true that we have undertaken projects without payment in the past, but I think we have reached the limit of the amount of time and money we can expect our own membership and the institutions for which they work to contribute for free. I don't think potential funding organizations will be willing to continue to fund substantive projects of an organization that only works on a volunteer basis. And I don't think they will object to paying the market rate for activities in those projects if it's necessary to do so. I think we have reached the point where APLIC has to choose between expansion, and the resulting financial and administrative changes which that entails, or contraction, in which it becomes a predominantly U.S. regional association with the desire to help internationally but without the means to do so. I think both alternatives are acceptable: the first is more challenging and maybe too rich for our blood; the second is more modest, but would mean APLIC continuing as the small, close circle of old friends that I have found so congenial to work with in the past. But, I repeat, I don't think the second alternative can expect to carry out substantive projects or raise much grant funding.

When I first got involved in APLIC activities, and was elected to APLIC's Board of Directors, my wife used to ask me on my return home how things went. I think my reply was generally, "Oh, the usual; we discussed a problem, couldn't resolve it, and the President set up yet another ad hoc committee." It is with some sense of shame that I have to report that after our last board meeting in January I was guilty of setting up no less than four ad hoc committees. I hope this proliferation is symptomatic of the many changes APLIC has to grapple with at this important stage of its development, and not simply a result of my own inability as President to resolve any of the issues. I have enjoyed serving you all as President

for the past year, which I think has been a good one for APLIC, and one in which we have together achieved a great deal. I think you will agree that the questions I have posed in this address will need to be answered, and although I don't suppose for one moment we will all agree on them, I look forward to continuing to work with you towards finding the answers that we can all live with and that will keep APLIC developing along the right lines.

T. R. MALTHUS AND THE POPULATION TRENDS IN HIS DAY AND OURS

Ansley J. Coale

Today I want to talk about Malthus. When first composing this talk, I thought, "That's pretty old-hat." But there's going to be an international symposium on Malthus in 1980, so my attraction to re-reading him is apparently shared by others. I'd like to share with you the ideas that I've found that make Malthus of interest today. He has some surprisingly contemporary implications.

In 1798 a pamphlet was published, that made its author, Thomas Robert Malthus, famous, although his name did not appear on it: it was anonymous. Its title was: An Essay on the Principle of Population as it Affects the Future Improvement of Society with Remarks on the Speculations of Mr. Godwin, M. Condorcet, and Other Writers, The influence of the Essay was immediate: it helped persuade William Pitt to withdraw amendments to the Poor Laws designed to encourage large families, and served as one of the stimuli leading to the first census of England and Wales in 1801.

As its title suggests, the essay was a lively attack on utopian ideas in fashion in England during the French Revolution, ideas that impressed Malthus' father, Daniel, a personal friend of both Rousseau and Hume. The senior Malthus gave a copy of Godwin's work to his son, who composed his Essay as a response. The theme of the Essay was that utopia is unattainable, because should conditions for the common man be greatly improved, the consequent rapid increase in population would exceed the greatest imaginable increase in the capacity to produce food. Only half the Essay is devoted to population; the remainder is a statement of Malthus' disbelief in the perfectability of man, in the possibility of achieving immortality on earth, and in the diminution of "the passion between the sexes." He expresses his skepticism in these words: "Mr. Godwin considers man too much in the light of a being merely intellectual. This error, at least such I conceive it to be, pervades his whole work and mixes itself with all his reasonings. The voluntary actions of men may originate in their opinions, but these opinions will be very differently modified in creatures compounded of a rational faculty and corporal propensities from what they would be in beings wholly intellectual..... A truth may be brought home to [a man's] conviction as a rational being, though he may determine to act contrary to it, as a compound being. The cravings of hunger, the love of liquor, the desire of possessing a beautiful woman, will urge men to actions, of the fatal consequences of which, to the general interests of society, they are perfectly well convinced, even at the very time they commit them. Remove their bodily cravings, and they would not hesitate a moment in determining against such actions. Ask them their opinion of the same conduct in another person, and they would immediately reprobate it. But in their own case, and under all the circumstances of their situation with these bodily cravings, the decision of the compound being is different from the conviction of the rational being."

In his eagerness to refute the utopians, Malthus deduced from the prin-

ciple of population this remarkably pessimistic conclusion:

"It is, undoubtedly, a most disheartening reflection that the great obstacle in the way to any extraordinary improvement in society is of a nature that we can never hope to overcome. The perpetual tendency in the race of man to increase beyond the means of subsistence is one of the general laws of animated nature which we can have no reason to expect will change. Yet, discouraging as the contemplation of this difficulty must be to those whose exertions are laudable directed to the improvement of the human species, it is evident that no possible good can arise from any endeavours to slur it over or keep it in the background. On the contrary, the most baleful mischiefs may be expected from the unmanly conduct of not daring to face truth because it is unpleasing."

The anonymous Essay was followed five years later by a much enlarged and altered second version, and then by four more revisions the author wrote during the next 23 years. In the second and later editions the contentious anti-utopian flavor of the anonymous Essay is replaced by a more reasoned statement of the principle of population, by extensive supporting factual material, and by a less pessimistic conclusion. Malthus now proposes a policy by which society can achieve progress despite the principle of population.

The successive editions of his Essay made Malthus an acknowledged authority on population. His principle of population strongly influenced English classical economics during the 19th century, and both Darwin and Wallace explicitly cited Malthus as providing a key element in their separate formulations of the theory of evolution. It was natural that MacVey Napier, editor of the Encyclopaedia Britannica, should ask Malthus to contribute entries on Population and on the Poor. He was asked for a contribution on the poor because of what he had written about population and poverty. For example, he had said that the Poor Laws (requiring parishes to provide subsistence to the indigent) actually made the poor as a whole worse off, since the Laws discouraged thrift, and encouraged earlier marriage, leading to a larger number of poor children. Since income provided to the indigent did not increase the production of food, the Poor Laws increased the price of subsistence to the detriment of poor laborers.

In response to the invitation from the Editor of the Britannica, Malthus wrote in 1821, "I am far from being disengaged at present, but I think I could undertake an article on Population, although I cannot promise one on the Poor."

From the publication of the First Essay until the present day, Malthus has been the subject of political debate. In his lifetime he was attacked as unsympathetic to the poor, as an apologist for the rich, and an advocate of reactionary policies. Later Marx and Engels were especially caustic in their contempt for Malthus, and rejected his Principle of Population as the underpinning of what they perceived as his social philosophy. Partly for this reason, Marxist writers ever since have generally opposed anti-natalist policies. I have no intention of contributing to this debate, nor of judging whether the conservative stands that Malthus took, such as his opposition to the Poor Laws, arose from selfish identification with class interests or were the reluctant result of reasoning

from his premises. Rather, I am going to summarize what he said and talk about what's happened subsequent to his life in national population trends.

The Essence of the Principle of Population

The principle of population is based on two propositions:

1) Population tends to increase at a geometric rate, and when unchecked doubles every 25 years. 2) Population can increase only as fast as the supply of food can be augmented; and the greatest possible rate of increase in the supply of food cannot long maintain a doubling every 25 years. Malthus expressed these propositions in terms of the well known geometric and arithmetic ratios:

population tends to grow as the sequence 1,2,4,8,16...., while food can be increased at most only as the sequence 1,2,3,4.....

The universal tendency for population to increase at a geometric rate Malthus attributed to "the passion between the sexes", which he said was necessary and would always remain nearly in its present state. In his words "the passion between the sexes has appeared in every age to be so nearly the same that it may always be considered in algebraic language a given quantity."

Malthus used the example of the population of North American in support of the asserted tendency for unchecked growth to occur at a rate of a doubling every 25 years. The information he assembled on the growth of the American population and the proof he offered that it would double in less than 25 years even if it gained nothing from immigration constitute a masterpeice of inductive work and clever technical demographic analysis. In rereading his Population entry in the Britannica of 1824 in preparation for this lecture, I noted for the first time, and with real amazement, that Malthus had applied to early official data on the population of the United States methods of indirect analysis that I had thought were used for practical calculations only after World War II. The details of this analysis are too specialized for this occasion, but I will take a moment to convey an idea of how Malthus constructed his case.

In the essay published in 1798, he cited secondary sources that show an increase in 117 years from 21 thousand to half a million in the population of the four provinces of New England, asserted that New England lost more than it gained from migration, and calculated the doubling time as about 25 years. When writing in 1824 for the Britannica, he had at hand the results of the first four decennial censuses of the United States, and showed that the average annual rate of increase for each intercensus decade would lead to doubling in less than 25 years. His problem was to prove that the growth would have been sufficient to double at such a rate even without the contributing of immigration. Migration from Europe to America was less than ten thousand per year according to documentary evidence from both sides of the Atlantic; Malthus makes an exact calculation of the net addition at the end of 25 years resulting from new arrivals at ten thousand per annum, on the assumption that the sum of the immigrants plus their progeny would increase after arrival by three percent annually

through procreation. He subtracts from the 1820 population the calculated addition resulting from 25 years of immigration; the remainder is more than twice as great as the population in 1795, twenty-five years earlier. Thus he had made his case, provided the true number of annual immigrants was indeed about 10,000. But perhaps the estimate from incomplete documentation of ten thousand immigrants per year is too low. (Malthus notes that the allowance of three percent net annual increase by procreation is probably too high, since recorded immigration is predominantly masculine, a fact that could limit procreation.) With the assistance of a friend, Joshua Milne, a very able actuary, he calculates how large a fraction of the American population enumerated at one census would still be alive at the next, on the assumption that the death rates at each age were those recorded in Sweden and Finland during the first five years of the 19th century, and that the age distribution were that of a population subject to the Swedish mortality rates, and having increased for more than a century at a rate of doubling every 25 years. It was necessary to use mortality data from another population because death rates were not recorded in America. It was necessary to estimate the age distribution because the proportion surviving is different for different age distributions even when mortality rates by age are specified, and the early U.S. censuses published numbers only in broad age categories. Provided in this indirect way with an estimate of how many persons over ten there should have been in 1810 and 1820 as a result of mortality alone, Malthus shows that actual number recorded as over ten was only slightly greater, and implied no more than about 10,000 migrants per year.

The use of Scandinavian mortality rates is justified by Malthus by the absence of epidemics or bad crops from 1800 to 1805 in Sweden and Finland, and by the belief that mortality for these good years in Scandinavia might approximate the generally more favorable mortality in America. The age distribution generated from a mortality schedule (life table) and a rate of increase would be called a stable population today; the theory of stable populations, although partially anticipated by Euler as early as 1760, was fully developed by Lotka and others only in this century, and applied to practical calculations (I had thought) only since World War II. Malthus also reproduced a table calculated by Mr. Milne comparing the proportionate distribution by age of the population in broad categories in the censuses with a calculated stable age distribution based on the Scandinavian life table and growth (doubling each 25 years) by natural increase lone. The calculated and recorded age distributions are very similar, further confirming the growth of the population primarily by natural increase, and the minor effect of immigration.

In short, to make his case Malthus used correctly analytical methods not generally applied until more than a century later. He employed what we might call today a model life table (one borrowed with appropriate justification, from another population), and the age composition and survival rates characteristic of a calculated stable population--advanced techniques we now teach to graduate students. I have calculated age distributions and proportions surviving from modern model stable populations, and find agreement to 4 decimal places with Malthus' tables.

Malthus argued that the tendency for geometric increase is normally restrained by contrary forces, which he called checks to growth. No pop-

ulation is ever wholly free of these checks; the American population is the closest observed example of unchecked growth. Malthus divides the checks to population growth into two categories: positive checks consisting (to simplify Malthus' argument somewhat) of all causes that tend to increase mortality, and preventive checks, which are factors (to simplify again) that reduce the birth rate.

Malthus was aware of contraception and abortion, but as we shall see, was strongly opposed to either. The preventive checks that he accepts are delayed marriage and permanent celibacy. When the population is large relative to the food supply, he believed that there was pressure to marry later, so that preventive checks operated. In the pessimistic first edition he summarized the positive checks in these words: "The power of population is so superior to the power in the earth to produce subsistence for man, that premature death must in some shape or other visit the human race. The vices of mankind are active and able ministers of depopulation. They are the precursors in the great army of destruction; and often finish the dreadful work themselves. But should they fail in this war of extermination, sickly seasons, epidemics, pestilence, and plague, advance in terrific array, and sweep off their thousands and ten thousands. Should success be still incomplete; gigantic inevitable famine stalks in the rear, and with one mighty blow, levels the population with the food of the world."

The tendency to double every 25 years was realized in America because of minimal operation of the positive checks, and little incentive for implementing preventive checks. "To the plenty of good land which they possessed in common with the Spanish and Portuguese settlements, they added a greater degree of liberty and equality. Though not without some restrictions on their foreign commerce, they were allowed a perfect liberty of managing their own internal affairs. The political institutions that prevailed were favourable to the alienation and division of property. Lands that were not cultivated by the proprietor within a limit of time were declared grantable to any other person. .....And on account of the extreme cheapness of good land a capital could not be more advantageously employed than in agriculture, which at the same time that it supplies the greatest quantity of healthy work affords much the most valuable produce to the society."

Malthus did not construct correspondingly factual and analytically sophisticated support for the supposed limitation of the increase in agricultural output to an arithmetic sequence. I won't read you the long passage in which he essentially asserts that it is impossible to continue to increase food supply any more than by the same increment every 25 years.

The juxtaposition of a tendency for a geometric increase in population and for the achievability of at most an arithmetic increase in subsistence of course leads to Malthus' conclusion that population growth is always restrained by some combination of positive and preventive checks.

Malthus' Recommended Policy: Moral Restraint

The only logical escape from the pessimistic conclusion of the First Essay is obviously some form of preventive check. The form that Malthus

was prepared to recommend in the later essays was "moral restraint"--postponement of marriage until the couple can provide adequate support for the children who will be born in the remaining fertile years, combined with strict chastity before marriage. Malthus clearly rejected contraception and abortion as preventive checks. "Promiscuous intercourse, unnatural passions, violations of the marriage bed, and improper arts to conceal the consequences of irregular connections, are preventive checks that clearly come under the head of vice." Also, Malthus wrote to James Graham "I have never adverted to the checks suggested by Condorcet, which were contraception, without the most marked disapprobation. Indeed, I should always particularly reprobate any artificial and unnatural modes of checking population, both on account of their immorality, and their tendency to remove a necessary stimulus to industry."

Why Malthus Advocated Moral Restraint

I want to say something about why Malthus advocated moral restraint. Once he had concluded that the human tendency to procreate would, if unchecked, produce an insupportable rate of increase, it was not surprising that he would propose later marriage as the way to check procreation. He was recommending the intensification of a demographic characteristic peculiar, in his day, to western Europe. For the past fifteen years, demographers at the Office of Population Research in Princeton in collaboration with European colleagues have been analyzing the modern decline in fertility in the more than 700 provinces of Europe. We have found that until after 1900 the overall rate of childbearing among the European provinces was determined more by the proportions currently married among women from 15 to 50 than by the fertility of those who were married. In other words, there was more variation within different parts of Europe in the proportion married than in marital fertility.

In Western Europe a pattern of marriage had been established by the end of the eighteenth century (how much earlier we do not know) not to be found elsewhere in the world. Marriage was late, especially for women, compared to experience in other populations, and a large proportion remained permanently single. The average age at first marriage was from 23 to 26 years (or higher), and the proportion still single at age 50 ten percent or more. Women in Eastern Europe married at a mean age of 19 to 21 years, and fewer than five percent remained single at age 40; in the early to mid twentieth century, when estimates became possible, in most Asian and African populations the average age at marriage was eighteen or less, and in those populations fewer than one percent remained single at age 30. In Western Europe in Malthus' time at a given moment fewer than 50 percent of women of childbearing age were married; in Eastern Europe the fraction was 65 to 80 percent, and in African and Asian populations as high as 85 to 90 percent.

At the beginning of the nineteenth century there was no example of a large population that had achieved a big reduction in its birth rate by contraception or abortion. From recently conducted historical studies we know that the bourgeoisie of Geneva, the dukes and peers of France, the population of two or three French Departments, and other groups of limited size had voluntarily reduced marital fertility, but probably no national

population had been much affected. Postponement and avoidance of marriage kept the birth rate of Western European populations around 35 annual births per thousand persons compared to 45 or 50 per thousand in Eastern European or non-European populations. Women reaching age 50 in Western Europe had borne about 5 children compared to 7 or 8 in recent experience of other parts of the world. On the other hand, there were no empirical examples of fertility held in check by the control of marital fertility. In advocating moral restraint--later marriage--Malthus was consistent with his pragmatic and empirical temperament: he was advocating more of what was already restraining the procreation of Western European populations. In rejecting birth control, he was at once dismissing a means that had not then demonstrated its effectiveness in lowering national birth rates, showing a conservative, anti-utopian view of human nature (Condorcet's check has a "tendency to remove a natural stimulus to industry"), and taking a moral stand to be expected of a man who had taken Holy Orders when he graduated from Cambridge, had served as a curate, and always argued that the most dismal prospects he saw for man were consistenc with a benign Providence.

Population Trends and Policies in the West After Malthus

Few populations followed Malthus' advice and increased the age at which marriage took place. There were laws imposing stringent restrictions on early marriage instituted in Germany, Austria and Switzerland, but John Knodel who studied the matter, argues that these laws had only a minor effect on the birth rate. The steady decline in the American birth rate that had begun by 1800 was no doubt partly caused by an increase in age at marriage, although mean age at first marriage was only 22 years by 1890 when census data first permit its calculation. The rise in age at marriage in Ireland in the last half of the 19th century appears to be a classic instance of moral restraint, although in some degree the increase was merely a change in composition of the population as the earlier marrying landless labourers emigrated and the late marrying landowners remained.

Generally, in Western Europe during the nineteenth century, age at marriage remained constant, or fell, as in France and the Low Countries. The population continued to grow, even more rapidly than when Malthus was writing, but the positive checks did not operate. With some notable exceptions such as the famine caused by the potato blight in Ireland, Scotland, and other parts of Northern Europe, the supply of food increased as rapidly as population. Agricultural productivity steadily increased, and imports of grain and meat flowed in from North and South America, Australia, and New Zealand, paid for by the products of industrialization. Early in the century in France, and after 1870 in the rest of Western Europe, the birth rate began a sustained decline, not because of moral restraint, but because married couples increasingly took up the practise of birth control. Two ironic features of the spread of birth control are the designation of its advocates as neo-Malthusians despite Malthus' stern opposition to contraception, and the probable tendency for the most ambitious and provident to practise contraception, although Malthus thought contraception would remove a natural stimulus to industry.

Today, fertility in the majority of the wealthier countries is below the level of replacement; and although marriage in some countries seems

in danger of going out of style, its avoidance is scarcely an exercise in Malthusian moral restraint.

Malthus and Recent Population Trends in Countries with Low Per Capita Incomes

Anyone contemplating 20th century population trends must be impressed by the acceleration of growth in population in less developed countries in Asia, Africa, and Latin America. As a whole, the population of the poorer countries is growing more rapidly than the population of Europe ever did; in many individual countries the rate of increase has equalled (and in some instances surpassed) the rate of growth of the American population that Malthus cited so effectively. The conditions in America that, according to Malthus, led to the virtually unchecked increase in population are not, however, the conditions found in today's poorer countries. It could not be said of most of these countries that they possess "plenty of good land,....., liberty and equality," characteristics of life in American that Malthus said induced a population of European origin to marry early and hence to have many children, and that freed the population from premature mortality. Instead, early marriage is traditional in these countries, whether times are good or bad; the landholdings are generally small, and agricultural produce per head is certainly no greater than in Europe in the early 19th century. It is not a move to earlier marriage induced by newly favorable economic circumstances that has caused growth to accelerate; acceleration has been caused by large reductions in mortality while early marriage and uncontrolled marital fertility, both long established customs, continue. Of course the recorded large increases in population in the poorer countries could not have occurred without large increases in the supply of food; in most of the less developed world the availability of food has risen a little more rapidly than the number of inhabitants.

Altogether, the population of the world today fits very awkwardly in the Malthusian framework. The richest countries are growing slowly, and the poorest countries at a pace that approximates what Malthus pictured as unchecked growth. The rapid rate of increase in the poor countries has not been caused by earlier marriage, but by reduced mortality made possible by technical advances--including insecticides, chemotherapy, and antibiotics--in low cost preventive and curative medicine. The slow growth of the rich countries is the result of birth control among the married. This practice has not visibly contributed to a loss of industry; instead it is most effectively used by the more educated and occupationally more advanced.

The designation "Malthusian" is often applied, sometimes almost as an epithet, to those who advocate birth control programs to reduce fertility in poor countries with rapid population growth. Since the enthusiasts for birth control frequently employ predictions reminiscent of Malthus, (predictions of population growth in excess of attainable growth in available food), they are to some extent Malthusian. The cause of rapid growth does not fit Malthus' scheme, and nor does the preventive check of "planned parenthood", as he explicitly opposed it in the firmest language.

There is, however, a Malthusian element in current population trends that is usually overlooked. The preventive check of "moral restraint" that Malthus proposed is in fact contributing very significantly to the reduction in human fertility occurring in the past 10 or 15 years in the third world.

The birth rate has fallen in some populations within each of several different regions where incomes are relatively low--within Latin America, the Caribbean, North Africa, South Asia, and especially in East Asia. The rate of increase of the third world as a whole reached a maximum at some point in the recent past, and is certainly less today than it was ten years ago. It is not possible to specify the precise extent of the decline of the birth rate in each population, nor to give an exact figure for the overall reduction. In most less developed countries the registration of births is so incomplete that neither levels nor trends in the birth rate can be determined directly from official figures. Nevertheless, adequate registration in a few countries, supplemented by indirect estimation from censuses, and special surveys (such as the World Fertility Survey) in others consitute convincing evidence of a downturn. The most perplexing statistical puzzle is fertility in the People's Republic of China. No official aggregate data have been published since results were released for some sort of count of the population made in 1953; it is not even certain whether a national compilation is made of registered births and deaths. There are, however, many reports from scattered areas within China of declining rates of increase, and fragmentary data on particular birth and death rates, showing precipitous declines to levels sometimes too low to be credible.

Many demographers, and many non-demographic "China watchers" have speculated about the course of fertility in China; their estimates range from a typical European birth rate to about twice that level; but even the highest estimates imply a major recent reduction in fertility.

There is deep disagreement about the causes of the decline in the birth rate in the poorer countries--disagreement about the relative importance of general social change on the one hand, and of the availability of specific knowledge, supplies and facilities for contraception and abortion on the other. Is birth control more widely practised because of increases in literacy, movement of the population to the city, changes in occupation, reductions in infant mortality, changes in land tenure, and improvements in the status of women, or because of the invention of more effective and more convenient techniques of contraception and abortion, combined with new networks for distributing supplies, popular diffusion of information, and the establishment of birth control clinics? Almost unnoticed in this debate is the extent to which later marriage has reduced the number of children.

Increases in age at marriage sufficient to reduce the number of births very significantly have occurred in many countries in which until recently women married within a short interval after menarche. Populations in which the mean age at first marriage can be estimated, in which this mean age was formerly no more than nineteen years, and in which there has been an increase of more than a year include Morocco, Tunisia, Kuwait, the Central Asian Republics of the Soviet Union, Sri Lanka, Singapore, Malaysia, Hong Kong, Taiwan, Korea, and (I am certain without official figures) the

People's Republic of China.

In collaboration with Lee Jay Cho and Noreen Goldman I have just finished analysing changing nuptiality in Korea as a factor in Korean fertility trends. I shall illustrate the effectiveness of moral restraint as a modern preventive check by describing what has happened in Korea. From 1930 to 1975 overall fertility in Korea declined by 49 percent; the proportion married among women of childbearing age fell by 33 percent, and marital fertility decreased by 23 percent. The reduction in proportion married contributed more to the fall in the birth rate (from 48 to 23 per thousand) than the spread of birth control among married couples.

The reduction in proportion married among women 15 to 50 was wholly the result of a very large increase (from 16 to nearly 24 years) in age at first marriage; the proportion still single above age 35 remained less than one percent, and net marital dissolution (through widowhood or divorce) decreased.

Comparable increases in age at first marriage have occurred in Taiwan and Sri Lanka: in Taiwan the mean age rose from 18 to 1905 to 23 in 1970; in Sri Lanka from 18 in 1901 to 25 in 1975. The increases in age at marriage recorded or estimated for the other countries mentioned earlier are (with the possible exception of China) smaller than in Korea, Taiwan, and Sri Lanka, but nevertheless exceed one year in each case and would generally be sufficient to cause at least a ten percent decline in fertility. The greatest uncertainty is with respect to changes in age at marriage in the People's Republic of China. According to travellers' reports, young couples are urged to postpone marriage--to a minimum of 23 years for the bride in rural areas, and 25 years in cities. There are no census data on marital status by age, or registration data on marriages. From a large survey conducted in rural China in 1930-1931, a mean age at first marriage of less than 18 years has been estimated. Two American sociologists interviewed migrants from South China to Hong Kong about the demographic characteristics of the villages from which the migrants have come. Their responses lead to an estimated mean age at first marriage of about 22 years in the early 1970s. There seems little doubt that there has been a large reduction of fertility in China, and it is possible, even likely, that the contribution of increased age at marriage to the reduction has been as important as the increased practise of contraception and abortion--that China's experience has been similar to that of Korea.

With some 900 million inhabitants, China contains more than one third of the population of the less developed countries, and the decline of fertility in China accounts for the major part of whatever overall decline has occurred. Because age at marriage and marital fertility in China in the early 1930s were so much like age at marriage and marital fertility in its geographical and cultural neighbor (Korea); because increased age at marriage has been more important than birth control in the large Korean fertility decline and of great importance in the Chinese populations of Hong Kong and Taiwan; and because Chinese policies aimed at reducing fertility have stressed both later marriage and control of marital fertility, it seems reasonable to conclude that rising age at marriage has been as important as birth control in reducing Chinese fertility. Should

this conjecture be correct, it would follow that Malthus' proposed method for reducing the birth rate (later marriage) has been as effective in contributing to the recent reduction in the birth rate in the third world as the much more publicized spread of "family planning."

Malthus described the tendency of the population to grow and the dire implications of that tendency because he was so skeptical about utopian schemes that appealed to his father, and then offered a prescription that was based on the demographic characteristics of England (and the rest of Western Europe) of his time. Late marriage, not contraception, was the source of the moderate birth rate in Britain; later marriage would make the birth rate lower. Anyway, contraception was immoral, and if married couples could exercise the passion between the sexes without having progeny, a necessary stimulus to industry would be lost.

Malthus' careful analysis had great influence on the thought of both economists and biologists, and even contributed to legislation in Europe restricting marriage, but events did not follow his script.

The population of Europe grew more rapidly in the 19th than in the last half of the 18th century, but levels of living on the average increased. Then population growth slowed down because of the preventive check Malthus rejected and the neo-Malthusians ardently promoted, and in the fourth quarter of our century, the rich countries are growing slowly, and the poor countries rapidly. The last irony in this series of mild ironies is that the rate of increase in the poorer countries is at last slowing down, and Malthus' prescription may well be contributing as much or more as the prescription of the so-called neo-Malthusians. It is especially paradoxical that Malthusian moral restraint should be part of the anti-natalist campaign of the People's Republic of China, a campaign conducted by a government that has often proclaimed its Marxist orthodoxy. Now that his policy suggestion is having a large effect, precious little attention is given by Western social scientists or policy makers outside of China to what has caused the rise in age at marriage or to what would encourage further increases.

POPULATION LIBRARIANSHIP TODAY: AN APLIC SURVEY ON ACCESS TO INFORMATION

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SUMMARY REPORT OF APLIC QUESTIONNAIRE ON ACCESS TO INFORMATION

Connie Zuga and Susan Pasquariella

In order to assess the future of population information in the 1980's the organizaers of this session felt that some baseline data were needed about the current situation. It appeared that the best way to obtain such data was through a survey of APLIC members with respect to descriptions of their libraries, their means of access to materials and information, and their opinions about accessing information.

A questionnaire was designed by the authors with input from several other APLIC members and with assistance from the staff of the Bureau of Social Science Research. In December 1978, questionnaires were mailed to the entire APLIC membership. Of a total of 156 members, 81, or 51.9 percent, returned the questionnaires by March 1, 1979. This is considered by the authors to be a good response rate since the questionnaire was fairly long, only one mailing was done with no follow-up, no return envelope was provided, and over one-third of the APLIC members live outside of the United States.

Since the specific focus of concern for this session is population librarianship, it was decided to address the survey to APLIC members working in libraries, information centers, or documentation centers. (For convenience, all of these people will be referred to as librarians in the following discussion.) While the authors recognize that all APLIC members have a strong concern for the future of population information, it was felt that more specific types of information could be obtained by surveying those members actually working in a library-type situation. Fourteen (17.3 percent) of the 81 respondents checked the statement that they were not working in a library, information center, or documentation center, and returned the questionnaire otherwise unanswered. It is highly possible that the percentage of non-librarians in APLIC is actually higher than 17 percent since these persons may not have felt as compelled to return the questionnaire.

The discussion which follows is based on the responses of the 67 librarians who returned questionnaires by March 1, 1979.

Library Description

Of the responding librarians, over two-thirds (68.6 percent) are affiliated with either academic or private libraries. Approximately one-third (34.3 percent) described the subject scope of their libraries as primarily population/demography. About half (49.2 percent) of the responding librarians stated that their libraries employ 1 or 2 staff members.

It is interesting to note that while APLIC has tended to think of its membership as representing small libraries, over one-third of the respondents (37.3 percent) work in libraries employing 4 or more persons.

Four members (6.0 percent) reported working in libraries with 11-20 full-time staff members and 3 librarians (4.5 percent) stated that their libraries have staffs of 21 or more full-time employees.

Although 25.4 percent reported holding only 1-500 monographs, nearly as many respondents (23.9 percent) stated that their collection included more that 8,000 titles, indicating great diversity in the size of collections reported. Similarly, 23.9 percent have 1-50 periodical titles while 14.9 percent have more than 500 titles.

Census materials are well represented in the collections of responding librarians. Almost three-quarters of the librarians (71.6 percent) reported having census materials from their own countries and over half (56.7 percent) hold census materials from other countries. Over 60 percent of the respondents indicated that their library collections include audiovisuals with the most frequently mentioned types being films, slides, and various microforms. All but 10 of the 67 librarians reported vertical file collections.

The diversity of the librarians' collections is also apparent in their holdings of indexing and abstracting publications. While 88 different titles were listed, Population Index was the most commonly cited (reported by 70.1 percent). On the other hand, 62 titles were mentioned by only one librarian.

Over half of the librarians (56.7 percent) have access to a computer. Asked to check the online data bases or systems they have access to, 25.4 percent cited POPINFORM and 19.4 percent cited DIALOG, while ORBIT and MEDLINE were each cited by 17.9 percent of the librarians.

A wide range of services are provided by the libraries of respondents. The most frequently reported types of services are presented below in decreasing order of citation frequency:

Distribution of acquisitions lists	74.6 percent
Manual literature searches	70.1
Preparation of bibliographies	67.2
On-line literature searches	28.4
Literature analysis and review	26.9
Abstracting	17.9

Access to Materials/Information

The diversity shown by size and collection is further evidences in the subject areas describing reference questions asked of respondents. The subject areas cited most often were:

Family planning	83.6 percent
Census and vital statistics data	70.1
Demography	70.1
General reference	70.1
Biomedical	47.8
Methodology	46.3
General social science	43.3

However, 26 other subject areas were mentioned by at least one librarian.

In order to determine which subject areas the collections are weak in, librarians were asked to check all the subject areas in which they relied primarily on sources other than their own library. The librarians answered as follows:

Biomedical	49.3 percent
General social science	38.8
Census and vital statistics data	32.8
Legal information	29.9
General reference	29.9
Demography	26.9
Family planning	16.4
Methodology	13.4

A comparison of the two sets of data above seems to indicate that for family planning, the most popular reference area, few librarians (16.4 persent) have to rely on outside sources. However nearly half the librarians (49.3 percent) do rely on outside sources for questions in the biomedical field.

Respondents estimated the percentage of reference questions they answered by using materials from their own collections as follows:

Less than 20 percent answered from own collection	7.5 percent
21-40 percent answered from own collection	7.5
41-60 percent answered from own collection	19.4
61-80 percent answered from own collection	31.3
81-100 percent answered from own collection	31.3
No response	3.0

As the data show, nearly two-thirds of the librarians feel they can answer 60 percent or more of their reference questions from their own collections.

Other than their own library collections, librarians find the following sources the most useful in answering reference questions:

Special libraries in the population/family planning field	26.9 percent
Academic libraries	17.9
Government, intergovernmental, or international organization libraries	13.4
Online data bases	9.0
Public libraries	7.5
Individuals	7.5
Special libraries other than those in population/family planning	6.0
Medical libraries	1.5
Other resources within own organization	1.5
Cooperative systems or networks	1.5
No response	7.5

About three-fourths (73.1 percent) of the librarians estimated they answer less than 20 percent of their reference questions by using materials acquired on interlibrary loan. One respondent, on the other hand, estimated answering 81 to 100 percent of his or her reference questions from inter-library loan sources. Over half of the librarians borrow journal articles (56.7 percent) and monographs (55.2 percent) more than 5 times a year; only about one-fourth of the librarians borrow unpublished items (23.9 percent) and government or international agency publications (25.4 percent) more than 5 times a year.

Other answers to questions on interlibrary loan suggest the need for further study. For example, over one-third (38.8 percent) of responding librarians reported that they rely on one library for more than 20 percent of their borrowed items, and 14.9 percent reported that they rely on one library for more than 40 percent of their borrowed items. Depending upon the volume of interlibrary loan requests, these figures could indicate a heavy burden for the lending institutions and might therefore suggest the need for collection expansion within the borrowing organizations.

However when asked to estimate whether they borrowed or loaned more items, the answers favor loaning. The percentage agreeing with each statement is shown below:

My library borrows many more items than it loans.	17.9 percent
My library borrows somewhat more items than it loans.	10.4
My library borrows and loans about the same number of items.	14.9
My library loans somewhat more items than it borrows.	14.9
My library loans many more items than it borrows.	29.9
No response.	11.9

Opinion Section

One of the purposes behind the survey was to ascertain members' opinions regarding the practicality and advisability of acquiring materials for their collections as compared to gaining access to the same information through other avenues.

When asked if they felt interlibrary loan processing took more time and resources than they wanted to devote to it, two-thirds (65.7 percent) said "no." Five respondents (7.5 percent), however, said they had considered charging a fee for interlibrary loans requested from them. Four out of five respondents (79.1 percent) agreed that interlibrary loan is a reliable and practical way to fulfill requests for information which cannot be filled using their own collections. More provocative, however, were some of the comments from the 11.9 percent who disagreed with the above statement:

"Interlibrary loan just takes too long."
"It is sometimes used in lieu of proper collection development."
"Interlibrary loan only provides the publication, not the data itself, which is usually the real object of the request."
"Interlibrary loan is not practical because there are no libraries specializaing in the subject area in our country and the system is impractical with foreign libraries."

Nearly one-fourth (23.9 percent) of the respondents felt it would be more practical (cost-wise) to expand their own permanent collection rather than relying on borrowing.

These answers seem to indicate that although the majority of APLIC librarians favor interlibrary loan, there is a significant minority who do not feel that borrowing is practical for them.

Responses to a question on paying for interlibrary loans illustrate the diversity of opinions. When asked if they would be willing and able to pay a fee, the librarians answered as follows:

Yes	20.9 percent
No	23.9
Depends on cost	47.8
No response	7.5

Approximately one-third (31.3 percent) of respondents indicated that their libraries belong to formal library networks; when asked to name those networks, 9 respondents (13.4 percent) listed APLIC. It is interesting to note, however, that on a later question, when respondents were asked specifically whether they considered APLIC to be a formal network, 27 librarians (40.3 percent) said "yes" and 28 librarians (41.8 percent) said "no." Another 17.9 percent did not answer. The responses to these questions seem to indicate not only confusion as to the distinction between a formal and infomal network but also confusion about the role of APLIC.

The 21 APLIC librarians who do belong to formal networks rely on the networks primarily for:

Interlibrary loan	61.9 percent
Current awareness	23.8
Cooperative cataloging	19.0
Cooperative acquisitions	14.3

It is perhaps significant that when all members were asked to list those services which they rely on APLIC to provide, the answers receiving the highest number of responses were:

Publications	76.1 percent
Duplicate Books Program (DUPS)	64.2
Current awareness	56.7
Interlibrary loan	34.3

Conclusions

The above discussion should be considered as a preliminary analysis focusing on the highlights of the survey. Nonetheless, the analysis does suggest some conclusions as well as some questions for consideration:

1. The APLIC membership represents a wide variety of library types and sizes.

2. About equal numbers borrow journal articles and monographs, but the number of libraries borrowing unpublished items is considerably lower. Since it is generally accepted that a relatively large proportion of the population/family planning literature is produced in unpublished form (and presumably, that this unpublished literature is valuable to the field), what are the implications of the relative infrequency of interlibrary loan requests for unpublished items?

3. Many respondents indicated that they rely on sources of information other than their libraries. How are they alerted to the existence of these resources?

4. APLIC members' libraries tend to loan more than they borrow. Are most of these loans made to other population/family planning or related organizations? If the borrowing organization are involved in work peripherally related to population studies, what disciplines do they represent? In any case, how do the borrowing organizations find out about APLIC libraries?

5. APLIC members are confused about the meaning and role of a library network, and, particularly, the role of APLIC. Should APLIC attempt to define what, if any, network functions it wishes to fulfill?

The APLIC questionnaire on access to information has provided a great deal of data which could be studied in much greater detail. The authors hope that APLIC will find funds for coding the data and for computer analysis so that cross-tabulations and further analysis can be undertaken in the coming year.

Summary of Discussion

Since the questionnaire was sent to APLIC members not libraries, the point was raised about multiple responses from single libraries--which would, of course, skew the results. But it was noted that although the questionnaire was treated anonymously, the tabulators felt that it had not happened that more than one person from any given library had replied. It was suggested that there was a need to cross-tabulate the results. Librarians from large libraries who responded, it was suspected, came from university settings where a single person responded. The questionnaire did not distinguish between foreign and U.N. libraries, nor did it distinguish between university and small special libraries. To determine the consistency of answers between persons from the same library would be destroying confidentiality; it was not done in this survey.

Moreover, in the case of large libraries, it may well be that an APLIC membership is held only for the purpose of obtaining APLIC publications and that there is really no one concerned with population librarianship as such.

With respect to interlibrary loan, it would be interesting to note how non-APLIC librarians locate APLIC libraries for purposes of borrowing on interlibrary loan.

One aspect of "current awareness" which did not appear to come out in the questionnaire was the distribution of acquisitions & accessions lists. However, this item was written-in under "Other" on the particular question relating to current awareness; therefore, it was, in fact, reflected in the responses of a number of respondents.

There is no immediate plan to conduct a follow-up to this survey, although it would be of interest for the future to distinguish between American and overseas librarians and between large libraries with one population-related person and small specialized libraries where population is a primary subject covered.

PANEL DISCUSSION ON FUTURE IMPLICATIONS FOR THE POPULATION LIBRARIAN

Chairperson: Susan Pasquariella

Panelists: Neil Zimmerman, Helen Szterenfeld, Ellis Mount

Summaries of Remarks by the Panelists

Neil Zimmerman: APLIC as a network can be used: (1) as an access source for interlibrary loan; (2) for reference; (3) for research, that is, as a referral network for readers in one's own library who need to utilize extensively the resources of another library; (4) exchange of publications, specifically the DUPS program; and (5) exchange of cataloging and bibliographic information.

With interlibrary loan, borrowing is the real problem, not lending which is a relatively routine task. With borrowing the chief difficulty is determining who owns a publication in order to know from whom to request it. Interlibrary loan for periodicals is greatly facilitated by the recently published APLIC Union List. A library would also be well advised to acquire other union lists, particularly those relating to libraries in one's locality. Membership in local networks of libraries may also be feasible, such as that of METRO in New York City. It is also helpful to keep a record of libraries to whom one provides any kind of service so that you can extract some kind of reciprocity whenever the need arises.

However, borrowing books on interlibrary loan is somewhat more difficult; determining who might own a given title can be time consuming and frustrating. Yet there are in some areas interlibrary loan networks through which one can locate and borrow books, such as the one operating throughout New York State. Population Index is another source for identifying and suggesting borrowing locations. G. K. Hall's Population Council Library Catalog (to be published in September 1979) will be another source for interlibrary loan. The Library of Congress, too, is a source of last resort for interlibrary lending.

One is usually justified in reserving a generous proportion of the library budget for reference materials, although here too networks, particularly the APLIC network, are very useful for answering quick reference questions.

The policy of requiring or at least encouraging staff members using outside libraries to go through the in-house librarian is recommended for two reasons: (1) the user is known to the librarian, hence there is a moderate amount of security; (2) it enhances our position as librarians if staff members must go through us before using some other library.

Sharing relevant LC cataloging data is handled on a subscription and cost-sharing basis by participating APLIC libraries. Exchanging acquisitions

lists is another useful means of sharing current materials (although some acquisitions lists are not nearly as helpful as others, depending on their arrangement). The DUPS program for exchange of publications has been highly successful and has to date been self-sustaining financially.

Helen Szterenfeld: Using IPPF as a case study, one can examine access to and exchange of information at the international level. The International Planned Parenthood Federation is a federation of national family planning associations with headquarters in London. There is a large library and documentation center located at this Central Office in London. There are also six regional offices within IPPF which focus on the various geographic regions of the world. The Western Hemisphere Regional Office in New York (IPPF/WHR) focuses on Latin America, the Caribbean and North America. Its library emphasizes the publications of the major population institutions; the publications of the affiliated family planning associations are also collected. The family planning associations in the countries, in turn, often have their own small collections and libraries. Thus, within the IPPF system, world coverage is theoretically complete. Information on any part of the world should be available through this hierarchical network from any level (national, regional or global). Effort has been made to have the regional offices complement each other rather than duplicating their collections, with each concentrating on documentation from and about the particular region.

Users of the IPPF/WHR library from outside the system are essentially those seeking information on family planning and population in Latin America and the Caribbean. The Western Hemisphere Regional Office, in turn, seeks to go outside the IPPF system in obtaining some materials from local libraries.

For APLIC members, there is a need (beyond the union list) to know what we have in our respective collections and what resources are available in neighboring collections.

Ellis Mount: From a survey of non-population special libraries in the field of health sciences, using the APLIC survey form, it was found that all the libraries had access to computers (unlike APLIC libraries). The libraries in the survey indicated that they tended to answer all or almost all of their reference questions themselves (again unlike APLIC libraries which showed on the average only 31% of reference questions could be answered in-house). For their outside assistance, they went first to on-line sources, rather than to other libraries. They borrow many more items than they lend--despite their claim to answer most of their reference questions themselves. Less than 10% of their reference questions necessitated going to outside sources. Hence, they appear to be somewhat self-sufficient, more so than APLIC libraries. Networks appeal primarily as sources for interlibrary borrowing, particularly for journal borrowing.

In a second survey of ten libraries (prepared by the Special Libraries Association Networking Committee), five different levels of functional networks appeared: (1) a city-wide network which provides referral services, interlibrary loans and publishes a union list of serials; (2) a county-wide network of medical libraries, which publishes a union

list including not only journals but also A-V software; it also handles interlibrary loans and on-line searching, continuing education workshops and consulting; (3) a multi-county network which utilizes UPS delivery service for interlibrary loan instead of relying on the postal service and which offers reference and referral service, workshops, resource sharing, newsletter and directory, a film delivery service and a storage center; (4) a state-wide network for interlibrary loan, photocopying, OCLC, workshops and film lending; and (5) a multi-state network featuring OCLC and other on-line systems; it plans to phase out its union catalog by going to an on-line union catalog.

For the future on-line searching will dramatically increase. Why? There is an inherent appeal to on-line searching which once tried will make manual literature searching less attractive. Moreover, costs of on-line searching are going down. More and more data bases are being created all the time. There are more educational efforts in training people to use computer terminals and in generally de-mystifying the searching processes.

Networks (formal and informal) will continue to increase in popularity because: (1) budget constraints hamper collection development and there is increased reliance on outside resources; (2) costs of books and journals continue to rise all the time. Library Journal July issue reviews annual costs of periodicals, and a February issue reviews costs of monographs; these are helpful sources for data for justifying budgetary requests. (3) On-line searching brings to our attention journals which we may not have considered including in our collections or of which we were totally unaware; (4) On-line searching may be available to small libraries only through a network, as these libraries could not individually afford a terminal of their own.

Summary of General Discussion

Where does APLIC fit in as an actual or a potential network, since it doesn't appear to easily fit into any of the five broad categories of networking outlined by Mr. Mount and since there appears by the APLIC survey questionnaire to be some confusion in the minds of APLIC members as to what kind of network APLIC is or should be? APLIC is an international network--one layer higher up than any of the five types outlined.

APLIC libraries may have appeared less self-sufficient than the health sciences libraries reviewed in the survey because their field (population) is so interdisciplinary in nature and cuts across so many fields as contrasted with medical libraries which are much more self-contained.

Increased on-line searching will generate more interlibrary loan requests. To what extent do APLIC libraries rely on non-APLIC libraries for interlibrary loan? Are we overusing any particular library in our area? If so, there is the option of a fee-paying "membership" to a library to cover heavy use.

Libraries are too often forced to cut back on service where demand from outside persons, whether for research usage or for interlibrary loan, becomes too great to handle, or because serving them cuts too deeply into service to one's primary clientele. Libraries may find they are performing a very expensive public service by being open to the public and yet are not receiving any revenue from those who receive the benefits of the service. How can this be handled?

On-line searching is creating much larger demands on library resources at the very time when budgetary constraints in many institutions are forcing cutbacks in service. Libraries can arrange to pay for some services or in other ways try to minimize demands made on other libraries. Libraries, considering whom they are serving, must decide at what point they will cut off services to the outside. Each library must decide what it can provide and what it is unable to provide given budgetary and staffing restrictions as well as in-house demands on its resources.

Helen Szterenfeld

Adele Burns

Ellis Mount

WORKSHOP SESSION I

1. THE CENSUS AS REFERENCE SOURCE

Betty Baxtresser
U. S. Bureau of the Census

Doreen Goyer
University of Texas at Austin

2. PROFESSIONAL AND STAFF DEVELOPMENT

William Barrows
International Fertility Research Program

THE CENSUS AS REFERENCE SOURCE

Part I - Betty Baxtresser

David Lewis from the Data User Services Division, and Eddie Willner from the International Statistical Programs Center, U.S. Bureau of the Census, showed a film about the U.S. Census and answered questions.

Part II - Doreen Goyer

OUTLINE

1. What is a census?
2. What is census type data?
3. Why do they take censuses?
4. Getting a handle on census publications.
   - A. Patterns of publications.
   - B. Problems with censuses.
     - i. Shelf order.
     - ii. Foreign languages.
     - iii. Definition of terms.
5. What kind of information will a demographer look for?
6. Evaluation of a census and its data.
7. Some myths and beliefs about statistics.

CONCLUDING SUMMARY

In spite of no perfect census ever having existed so far, it is one of the best sources of population information. It is the benchmark of population characteristic data.

Census-type information concerns the size and the distribution and the characteristics of the population primarily. It doen't get involved in the dynamic picture of population, such things as births and deaths, marriages and divorces; it's a static picture of the population.

Censuses are taken to facilitate planning for the future. Anyone who wants to make a plan about anything can use some census information.

The International Population Census Bibliography, the original six

volumes and supplement, (which was the first and only work to cover all countries at all time--the official national publications, that is) and the revision and update which is close to being issued, will be of most use to you in acquisitions, because it gives dates, a place to write for publications, the name of the statistical agency, and name of publications distributor if different. It helps you process and catalog your censuses with the shelf-list numbering system. It also gives as much bibliographic data as possible. It does this for both U.S. and foreign censuses. It also indicates a holding library (in the revision, for almost every item) and whether a publication is available in microform.

Reference accessibility--getting into the census to find out an answer to something--still remains primarily the task of the librarian, who must become familiar with the complete work, look at it as a whole, and then break it down. Be careful about understanding the terms, and be careful about reading the tables! Most important--never assume something is in a census unless you go there and check first.

Researchers' needs are not always totally answered by the census. Some data must come from vital and health registration systems and other data sources. Don't forget--the researcher is expected to know something about finding his own data. You're primarily a librarian. You know what is in the books you have in your library. But unless you happen to be specifically trained or educated, you are not a demographer. So don't be too quick to tell someone how to handle data. There might be something else involved that you're not aware of. But above all don't feel guilty if you can't come up with a specific answer, because statistics and demography are a very complex field. Do the best you can, but if you can't come up with an answer, don't feel bad about it.

Last, a statistic is not gospel. It depends on how well it was derived, to what use it was applied, and the environment in which it is to function.

* * *

The bibliography is a listing of some works I have found useful, with comments about their content and the areas in which each is helpful. At the end is a brief subject index to the bibliography.

A BIBLIOGRAPHY ON CENSUSES

1. Allen, C.G. A manual of European languages for librarians. New York: Bowker, c1975. xiii, 803p.

   Thirty-six European languages, including Latin, Greek, Turkish, Catalan and Basque. "Each chapter has the following pattern: a specimen passage, general remarks on the language, detailed analysis of the use of the language on title pages..., a short systematic grammar,...glossary of about 100 words and indexes of words and endings." Also a transliteration chart.
   In spite of the description, this is not for a beginner in foreign languages. Unless your cataloger is a linguist or has to become one, it is easier to let the Library of Congress do it.

   (Cataloging, Transliteration, Translation)

2. CICRED Monographs (World Population Year). The population of... (56 countries so far). Paris, 1974-

   Some, not all, have information about censuses in the text and/or in bibliography at end.

   (Bibliography, Statistics, Background information on countries)

3. Czechoslovakia. Federalni Statisticky Urad. Institut Demografie. Demographic dictionary: Esperanto-Czech-English-French-Spanish-Russian. Prague, 1974. 91p.

   Esperanto is the basic language, equivalent terms given in other languages, i.e., if you know Esperanto (or any Romance language) you can access the other languages. Code numbers coincide with those of the U.N. multilingual dictionary.

   (Translation, Definitions)

4. East-West Center. Introduction to censuses of Asia and the Pacific, 1970-74. Edited by Lee-Jay Cho, with the assistance of David B. Johnson and Milann Gannaway. Honolulu, 1976. xi, 198p.

   The design, execution and tabulation of censuses of Asian and Pacific countries: Australia, Bangladesh, Burma, Republic of China (Taiwan), Hong Kong, India, Indonesia, Japan, Republic of Korea, Malaysia, Pakistan, Philippines, Singapore, Sri Lanka, Thailand.
   Time-saving way to search desired data. Includes key definitions; a reference to the census tabulations, How census was taken, main topics of inquiry, how information is tabulated, efforts to evaluate the completeness and quality of the census, publications or plan of publication, some basic demographic statistics for Burma.

   (Definitions, Bibliography, Evaluations, Census, Topics)

5. France. INSEE. Situation des recensements et des enquetes demographiques dans les etats Africains et Malgache au 1er janvier 1970. Paris, 1970. 63p.

Unfortunately this does not give complete bibliographic descriptions, but it is useful to differentiate between the full censuses and sample surveys of French-speaking Africa.

(Bibliography, Censes)

6. Goyer, Doreen S. National census publications, 1945-76: some holding libraries. Clarion, PA, APLIC-Int'l, 1979. [ii], 44p. (APLIC Special publication, no. 1)

Lists countries alphabetically, their years of censuses, and the location of part or all the publications for that census.

(Location)

7. Grebenik, E. and A. Hill. International demographic terminology: fertility, family planning and nuptiality. Liege, Belgium, IUSSP, 1974. 53p. (IUSSP Papers, no. 4)

Terms and definitions, designed as a tool to help in translation of demographic texts. Supplements the U.N. multilingual dictionary. Recommends or rejects adoption of particular terms and definitions for international usage.

(Definitions, Translation)

8. Hall, G.K. Publishing Co. [Catalogs of various major library holdings]. Bureau of the Census Library, Bancroft Library (UC, Berkeley), NYPL Research Libraries, Nettie Lee Benson Latin American Collection (UT, Austin), Joint Bank-Fund, etc.

(Bibliography, Cataloging, Location)

9. Haupt, Arthur and Thomas T. Kane. The Population Reference Bureau's population handbook. Washington, D.C., 1978. 59, [5]p.

"A quick guide to population dynamics for journalists, policymakers, teachers, students, and other people interested in people." Clarifies and explains demographic terminology. Accompanies explanations with examples, glossary, and in the five unnumbered pages, a good listing of information sources.

(Definitions, Information sources)

10. Laboratories for Population Statistics (POPLAB). A glossary of selected demographic terms. Edited by Eliska Chanlett. Chapel Hill, Univ. of N. Carolina, 1974. 133p. (Its Occasional publication). [English/French/Spanish].

"Effort has been made to give depth and meaning to those concepts most subject to different interpretations..." One third of the terms have been defined.

(Definitions, Translations)

11. Organization of American States. Inter-American Statistical Institute.

a. Estadistica: journal of the IASI. Washington, D.C. [Spanish and English].

The section, "Statistcal News" occasionally tells when a census was or will be taken. A more useful section is "Correspondents of the Institute" where the names and addresses of the heads of the respective national statistical organizations are given.

(Acquisition)

b. La estructura demografica de las naciones americanas: analisis estadistico-censal de los resultados obtenidos bajo el Programa del Censo de las Americas de 1950 (COTA-1950). Washington, D.C., 1959-1960. [Some reprinted in 1962]. Vol I-II in 6v.

About the 29 member states of the Panamerican Union in the 1950's. Vol. I, part 1, has urban-rural definitions, inclusions and exclusions from the census, and the introductions to each chapter give useful information.

(Definitions, Statistics)

c. Programa del Censo de America de 1970 (COTA-1970). Censos de poblacion: temas, definiciones, clasificaciones y cuestionarios utilizados por los paises de la region americana. Washington, D.C., 1977. vi, 221p. specimen forms.

Definitions used in various American countries for their 1970 round censuses.

(Definitions, Census)

d. America en cifras. Washington, D.C.

A very useful series of volumes which give economic, cultural and other statistics in addition to population for the member nations.

(Statistics)

12. Office of Population Research and Population Association of America. Population Index. Quarterly. Princeton, N.J.

Of special interest is the section on "Official statistical publications." There are also special topic issues on current government serial publications containing vital or migration statistics (Vol. 39, no. 4, and Vol. 43, no. 4).

(Bibliography, Location, Serial publications, Cataloging)

13. Population Research Center (UT, Austin)

a. International population census bibliography. Austin, Univ. of Texas, Bureau of Business Research, 1965-1968. Nos. 1-6 and supplement.

1. Latin America & Caribbean (O.P.). 2. Africa. 3. Oceania. 4. North America. 5. Asia. 6. Europe.

Alphabetical order of countries within continent--earliest census to latest (1967). Numbered according to order in section. Translation of foreign titles in body of entry. No locations. Only bibliography of whole world's national censuses.

(Bibliography, Cataloging)

b. IPCB, Revision and Update. Compiled by Doreen Goyer. (1979). 600p.

Total alphabetical presentation of censuses taken 1945 through 1976 (or latest before publication). Numbered according to internal numbering of set or relationship to each other. (Serves as a shelf list). Translation of foreign titles, side by side for easier viewing. Locations in the U.S. of as many of the individual items as possible.

(Bibliography, Cataloging, Shelf list, Locations)

14. United Nations. Department of Economic and Social Affairs.

a. Demographic yearbook, 1948- New York, 1949- Annual.

Most useful tool next to the census itself, especially when the census is not available. Each issue has a special topic with extra tables. The Nomenclature section lists all name and status changes of countries and geographic entities since publication of the previous issue. Most issues have a lead article that is worth reading. 1948-1955 issues have bibliography of official statistical publications used only in the respective issue. The 1966 issue began the use of UN prepared estimates for countries where official estimates were lacking. Last issue has a Cumulative Subject Index that indicates the issue and time coverage (1976).

(Statistics, Definitions, Country status and name changes)

b. Handbook of population and housing census methods. Part IV. Survey of population and housing census experience, 1955-1964. Section II. Topics investigated and classifications employed in population censuses. New York, 1974. vii, 95p. (Studies in methods, Series F, no. 16/Add. 4).

Dates of national population and housing censuses conducted between 1955 and 1964. Comparison of 1960 population censuses with later censuses.

(Censuses, Topics)

c. Indexes to the International Standard Industrial classification of all economic activities. Indexed ed. New York, 1971. v, 247p. (Statistical papers, Series M, no. 4, rev. 2, Add. 1)

Provides a framework for the international comparison of national statistics.

(Specialized)

d. Multilingual demographic dictionary, prepared by the Demographic Dictionary Committee of the IUSSP. (Population Studies, no. 29).
English section. New York, 1958. viii, 77p.
French section. New York, 1958. x, 105p.
Spanish section. New York, 1959. ix, 108p.
Brazilian section. (Fundacoa IBGE) Rio de Janeiro, 1969. 102p.
Czech section. (Nakladatelstvi CSAV) Prague, 1965.
Russian section. New York, 1964.

"For translators" but helpful as definition of terms. Of most use for technical translation. Alphabetical index of terms follows text. Equivalent terms in different languages have the same reference number.

(Translation, Definitions)

e. Population and vital statistics report. Data available as of... New York, At first, quarterly, now semiannual (1978).

Updates UN Demographic yearbook with population estimates, live births, deaths and infant deaths for most recent year. Indicates name changes and latest census year as well as statistics. Special supplements were prepared for the World Population Conference (1974). Basic data for the World Demographic Atlas and Selected population, fertility and life tables function series (Vol. XXVI, nos. 1 & 2)

(Statistics, Country status and name changes)

f. Principles and recommendations for the 1970 population censuses. New York, 1967. vii, 163p. (Statistical papers, Series M, no. 44)

A guide to help countries plan and carry out population censuses for the 1970 round. Preface contains long bibliography of works on

recommendations for censuses. Definitions, essential features and uses of a population census included.

(Definitions, Census)

g. World population prospects as assessed in 1963, ...in 1968, ... in 1973. New York,

Discusses basic data and methods. Footnotes cite areal changes, etc.

(Statistics, Country status and name changes)

15. UNFPA. National censuses and the United Nations. New York, [1977]. 56p. map.

Description of the UN national census programs for 1970. Background on what is recommended for a census and why.

(Census)

16. U.S. Bureau of the Census. World population 1977. Recent demographic estimates for the countries and regions of the world. Washington, D.C., 1978. vi, 449p. chart and maps in pocket.

Handy, most current data for world's nations, 1950-1977. Glossary.

(Statistics)

17. U.S. Department of State. Countries of the world and their leaders. 4th ed. Detroit, Gale, 1978. [8], 1154p.

Alphabetical list of 168 foreign countries and 6 international organizations profiled. Sections: Status of the world's nations, director of officials of foreign governments, independence date for each nation established since 1943. Key facts: country's name in both short and long form, capital city, latest population figure, and area in square miles.

(Cataloging, Country status and name, Background information on country)

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d. Taeuber, Irene B. General censuses and vital statistics in the Americas. Washington, D.C., 1943. ix, 151p.

(Bibliography, Cataloging, Location)

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(Bibliography, Cataloging, Location)

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Acquistion.
Nos. 6, 8, 11a, 12, 13b, 18a-d, 19.
Shelving.
No. 13b.

Reference:

What is a census? What is in a census?
Nos. 4, 5, 11c. 13a & b, 14c & e, 15.
Country background.
Nos. 2, 17.
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Terminology and definitions.
Nos. 3, 7, 9, 10, 11c.
Information sources.
No. 9.

PROFESSIONAL AND SUPPORT STAFF DEVELOPMENT: A WORKSHOP

William Barrows

I would like to welcome you all to the Workshop on Professional and Support Staff Development. I have to admit that I got involved in this workshop initially because I didn't know much about professional and support staff development. I've learned some things that I'd like to share with you, but I hope that the workshop setting will give us all a chance to share our experiences. I hope that by sharing our experiences we can identify some workable approaches to the problem of maintaining and increasing our own professional competence and that of our staff.

I hope you will feel free to make comments or ask questions at any time. What I'd like to do is to define what it is I think we are talking about, describe a few of the approaches to the problems and the resources that have been developed and, finally, to open the workshop up to a discussion of individual experiences, problems and goals. I would also like to point out that APLIC does not have an active committee on continuing education, and I think we should consider what, if anything, APLIC should be doing.

I think of professional development as synonymous with continuing education. That is, as professionals, we have generally had some formal training in library science or enough experience to have the basic knowledge and understanding of the field to build on. We are aware, in some sense at least, of what we don't know and may have some idea of how to go about learning more. We are, or should be, self-directed. The learning process is not limited to formal training or courses.

Staff development, on the other hand, is training or teaching that we provide to others, generally those we supervise and generally those who have not had professional training in the library field. Now, I don't want to be pinned down to a split between professionals and nonprofessionals and who's doing what to whom. The important thing is the difference in perspective between our roles as students and as teachers. These roles are each important if we are to be effective in our work.

There is another dimension to this problem that we should consider. As librarians in a specialized field, we must also be knowledgeable in the subject of population studies or whatever aspect of population studies our libraries emphasize--demography, family planning programs, contraceptive research and so on. We are faced, therefore, both with the problems of learning about population and librarianship and the problems of teaching each of these to others.

In a way it seems a little strange that we who have been trained in handling information should have difficulty in putting it to our own use or in transmitting it to others. I think the problem stems from the fact that information doesn't usually come to us in a form that can be easily assimilated, it comes to us in bits and pieces. We find a book or an article on computer applications in libraries or on library administration, but it's

not easy to fit this information with what we learned a few years ago.

Those of us who work in small libraries are likely to be isolated from contacts with other librarians and the sharing of professional knowledge that results from these contacts. If educating ourselves is difficult, I think it's even more difficult to organize what we know and communicate it to others, at least partially because most of us have had more experience as students than as teachers.

Moreover, we each have jobs to do, services to provide, questions to answer, books to catalog and so on. It's very difficult to take time, either at work or at home, to continue our education or to train the people we work with.

Personally, it was a little frightening to me, after being out of school a few years, to realized how much I had forgotten, how much I should have paid more attention to and how fast developments were occurring that I knew little about. The fact that we're here suggests that we all recognize that we have a problem.

Let's consider, first, what we can do to maintain and expand our competence in library science. The most obvious approach to solving this problem is through professional associations. Conferences and other professional meetings are the most commonly used forum for professional development. By listening to speakers, reading the papers presented and talking to others, we pick up a lot of new information. In addition, if we foolishly volunteer to give a paper or conduct a workshop, we may end up learning a lot more. Being forced to get up in front of a group of your peers is certainly an incentive to do a little research. I confess that if I hadn't been involved in this workshop, I probably never would have looked into this topic in any depth, if at all.

Membership in professional societies often provides other benefits, such as a subscription to a journal or other publications, which can also be helpful in keeping up with new developments in the field.

When we consider professional societies, we should think of small, local groups in addition to the large, national groups. There is in North Carolina a group of librarians involved in on-line searching. Members come from a variety of fields but have common interests because they all use the same systems, similar equipment and, in many cases, the same data bases. The personal contacts and discussion in such groups can be stimulating and lead to useful exchanges.

Another approach is to check into local educational facilities. Those of us who are near schools of library science are expecially fortunate, even if the school does not provide formal continuing education courses. Their libraries are obviously useful, and faculty members may also be willing to help.

Even if there is no nearby school of library science, university and college libraries will include some resources pertaining to our field.

When we think of continuing education, we usually emphasize formal

courses. Organizations that have developed such programs include: the American Society for Information Science (ASIS), Special Libraries Association (SLA), Medical Libraries Association (MLA), the National Commission on Libraries and Information Science (NCLIS) and others.

Probably the best known are the MLA project and the Continuing Library Education Network and Exchange (CLENE) project of the NCLIS. These two programs differ in structure and operation and are interesting models of alternative approaches.

The MLA began offering refresher courses in connection with its annual meetings in the late 1950s. In 1962 a Committee on Continuing Education was formed to find ways to maintain the effectiveness of its members in a very dynamic field. After two years of planning, the first two courses on computer technology were given at the annual meeting in San Francisco in 1964.

The overall plan called for the development of a set of courses that could be presented regularly at national and regional meetings. Eventually, about 20 courses were developed, and the program was extended to include non-MLA organizations that wished to offer the courses at their meetings, just as we did yesterday. The courses were designed to be given in one day with the MLA recruiting the instructor and providing materials. In addition, a few institutes lasting for several days have been given, and some courses have been designed to be given in sequence.

The CLENE project developed in a different way. The National Commission on Libraries and Information Science funded a study of continuing education in the library field that recommended the formation of CLENE to work in four problem areas:

1. Needs assessment and problem definition on a continuing basis,

2. Information acquisition and coordination of existing programs, a clearinghouse function,

3. Product and resource development, planning, design, production and evaluation of CLENE services, and

4. Communication to employers of the need for continuing education and delivery of materials to users.

The program has been funded by grants from the Office of Education and is not under a particular organization or professional group.

To date, as far as I can determine, the most important outputs have been the operation of the data base of courses and the production of a directory that lists courses by topic, giving location, cost, timing and descriptive details. Can anyone else give us additional information on more recent developments at CLENE?

The MLA and CLENE programs suggest some interesting contrasts. The MLA, with its strong organizational base, is engaged in developing courses and syllabi and working outward from the central organization. CLENE, on

the other hand, is a supra-agency attempting to work with the entire field, starting out as a clearinghouse and working to coordinate efforts and (presumably) to foster efforts on a decentralized basis.

The MLA and the CLENE programs suggest different models of how formal continuing education programs can be developed, and more important, offer differing possibilities for us in APLIC.

There is one last approach to professional development that I would like to suggest here. We should utilize the potential of our own organization library, that is, the library we work in. We should include materials on library science in our collections or use the interlibrary loan service to get things we don't want to purchase. Our own professional interests should be taken into account when we acquire materials and provide services.

I would like to turn now to staff development. We all engage in staff development in some way, even if it is only on-the-job training given to new employees.

We all probably agree that it's a good thing, but it's difficult to do. Where do you find the time? Everyone has too much to do, and some staff members don't seem to care.

Staff development can have benefits in addition to increasing the competence of the staff. By getting staff members together and explaining why as well as how the library works as it does, we can very often improve cooperation and morale as well.

As an aside, I'd like to pass on to you some observations on the differences between adult and child learners:

1. The adult is a self-directing personality rather than a dependent one. He has his own goals and aims, which you need to take into account.

2. He uses experience as a resource for learning.

3. Adult education should be more oriented to his social roles--the adult uses his education in a greater variety of ways or settings.

4. He is interested in immediate application rather than delayed application and problem-oriented learning rather than subject-oriented learning.

These characteristics need to be considered when we engage in staff development.

Staff development, in its most common form, is explaining a set of tasks to a new employee or answering a question by describing an information source and how it works rather then just pointing it out. I call this the problem-oriented or ad hoc approach. You do it on a one-to-one basis, and you explain why and how instead of just describing what needs to be done or where the answer can be found. You do this on an

irregular basis in response to an immediate need.

Another approach that I found useful is one I call the workshop or work session. I'll explain by giving an example. I had two people working for me with little experience in library work. They both worked in the same fairly small area, but their duties did not overlap much at all. I trained them both by what I described as the problem-oriented approach. After a while, it occurred to me that each had very little understanding of what the other was doing and needed some additional training. So we began to sit down regularly, usually for an hour a week on Friday morning, to discuss a question that had come up during the week. They generally suggested the topic, either as a result of a problem they had had in their work or something they had become interested in. I also had them participate by showing each other what they were doing and helping to answer each other's questions.

We went over the reference material, cataloging, journal check-in and reprint indexing. They and I learned more about what we each were doing and were able to fill in for one another more easily. Cooperation and morale improved too--they felt more competent in their work and worked together more effectively.

There was another advantage to postponing an answer to a question that came up during the week. I was better able to organize and give a more general response, and they were also able to broaden their question and suggest other implications.

Another thing we can do is to write library guides so that they will be helpful to the staff as well as to the users. We can also write procedural manuals to explain why things are done the way they are done instead of just describing what should be done. Just as we include materials on professional topics in the collection for our benefit, the staff members should be so provided with material and encouraged to use it.

If your organization can provide funds and/or time off, or if a staff member is willing to do it on his own, you can help them find suitable continuing education courses in the area. There is a directory of library technician courses available throughout the country, which is much like the CLENE directory.

One of the things that I think we tend to lose sight of is the fact that education is an organization of knowledge and understanding of the organization of knowledge; therefore, it is important that the staff development program or activity provide a way for the staff to integrate what they know or what they have learned in their own activities with how the library as a whole operates, what we are trying to accomplish and how their duties contribute to the functioning of the whole library.

Now, I would like to open the session up for discussion. I have concentrated mainly on techniques, and I have not said much about specific resources available. I also have not said anything about the population studies aspect of continuing education.

I would like you to share with us your experiences in continuing education and providing staff development.

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Synopsis of the General Workshop Discussion

How do we deal with problems of work frustration among staff? Some of these problems can be dealt with by staff training using a creative approach. On the other hand, a routine clerical position may offer little scope for injecting a dimension of "creativity" and staff development. It may only serve to further frustrate the person who does not get to utilize his additional training, since he is not allowed to use his newly acquired skills on the job. "Training for what?" we might ask. Perhaps it would be possible to change the job requirements for that person for the ultimate benefit of the library. Advanced training can sometimes allow changes in what a person does on the job, even though it may not be possible to promote him or her to a higher level in the organization--a lateral move rather than an upward move may be possible.

Library work entails many routine tasks all of which need to be done carefully, but which can also be quite tiresome and boring. It may prove possible to allow a certain amount of variety in the tasks performed--for example, an hour of reference work for a person who normally files cards. Smaller libraries, however, may find these distinctions difficult to make and follow. Should truly professional tasks be left to non-professionals? Particularly in smaller libraries, should training be offered to allow a non-professional to assume what in the normal course of things would be handled by the professional librarian? Although this may free the professional, what does it really free him or her to do? Are these not the primary duties of a librarian?

In considering what further training would be appropriate and interesting to support staff, one might ask what are their job goals? What courses or special training programs might be suitable? Allowing and encouraging para-professionals to take some courses can not only give them more confidence in performing their library work, but also generate more personal satisfaction.

In training outsiders, a whole different range of problems and possibilities present themselves, especially when this training involves bringing into one's library persons from different countries, from different library traditions, from vastly different library situations. It forces you to be very up-to-date in librarianship in attempting to answer their questions intelligently and helpfully. How do you deal with queries about computers? How really knowledgeable are you about their uses?

Staff development is a continuous process for <u>everybody</u>. Through a periodic process of re-evaluating, the needs for future training and development should appear. What forms of training are needed?

Although a para-professional may have a definite job description, it is not uncommon for individual needs or desires to emerge and further staff development be followed accordingly. Individual strengths or interests can be encouraged. Those with talents in other directions can similarly be encouraged, realizing all along that really first-rate people probably will not remain too long in a support position. It is rather

like a policy of maximizing what talent you have at any given time for the overall benefit of the library, even though the individuals involved may be changing. This kind of flexibility will pay dividends in the long run.

As a positive approach, it was generally agreed that staff development, whether for professional or for support staff, does not work to the detriment of anyone. Although training of support staff may not allow them to perform any additional or more rewarding tasks, it does offer them a fuller perspective on the entire library operation and lets them see more clearly their own role in that operation.

The processes of staff development and continuing education were presented as a model of widening concentric circles: One starts by educating himself or herself, then moves on to developing one's staff. Flowing from those two phases, one builds up a reputation for the library--from which one may be asked by others to develop and participate in training programs. This keeps one moving in concentric circles because the process of re-educating oneself arises. The more one is called upon to help train others, the more one is forced to train oneself.

On the matter of educating ourselves, although we have all had formal training in librarianship, how many have had training in our subject disciplines? Having only a general background in the subject area may be inadequate; more specific course work and more specialized programs should be pursued.

It was pointed out that no matter what APLIC does or does not do in the area of continuing education, we all have the responsibility to ourselves to pursue professional development in the field of library science. We are librarians first and population librarians second. The main lines of professional development for APLIC members should, therefore, be the same as for librarians in any special library situation. It is a question of where to place the emphasis. On the other hand, while we recognize the "transitory-ness" of our positions as population librarians (for we may be pharmaceutical or anthropological librarians tomorrow), we must deal with our present status and role as population librarians. We must cope with and master the body of literature with which we are <u>now</u> faced--population literature. We must train ourselves and our staff in this area now, regardless of what may happen tomorrow. As members of APLIC, we must naturally focus on this specialized body of knowledge and must train accordingly.

It was agreed that a survey of our perceived needs was essential. This could be partially ascertained from the conference evaluation forms, but also a specific questionnaire could be drawn up. The National Commission on Libraries and Information Science (NCLIS) has developed a survey form out of which we could draw up our own survey questionnaire. Such a survey would elicit information on what resources for continuing education are available on-the-spot in our various locations, what kinds of training are available and what kinds are desired.

In considering what APLIC can do for its members, it was agreed that the Committee on Continuing Education, which has been inactive recently, should be revitalized. Its first task might be to determine what members perceived their continuing education needs to be. Perhaps coordinating with A.L.A. in their continuing education activities would be feasible. Perhaps it could find out what population study programs would be of interest to members. A suggestion was made for an annual up-dating session on the Population Information Program. MEDLINE training and POPLINE availability were discussed. It was agreed that training in POPLINE search strategies would be advisable for all of us whether we are only referring users to the service or having hands-on experience. An APLIC workshop introducing us to basic on-line data base searching would be invaluable for almost all of us. As a second phase, the specific search strategies needed to utilize POPLINE effectively could be addressed.

It was suggested and generally agreed that responsibility for the related tasks of training for others and continuing education for ourselves could, for APLIC's purposes, be combined into one committee. It is important not to neglect ourselves in considering "training." Workshops at APLIC meetings, although not so called, are indeed forms of continuing education. Moreover, APLIC workshops need not depend solely on APLIC members for the expertise, but can and should draw upon outside experts to conduct sessions.

Parenthetically, a distinction was made between a "workshop" and a "training session": a training session has a syllabus and a definite format, whereas a workshop is a more informal gathering with an exchange of ideas and experiences.

As an example of the kind of input we as population librarians have made in the development of a new system, the contribution of population/family planning vocabulary to POPLINE/MEDLINE was described. This further illustrates the need for use to acquire specific population/family planning on-line searching strategies and to be trained in doing this, so that we and our users can fully utilize these information retrieval systems.

In the past some of us have been asked to conduct training programs (such as those carried out at the Carolina Population Center) for librarians from overseas for short-term or long-term courses. APLIC has also been approached to undertake this kind of on-site training and visits, and the Population Reference Bureau has been actually considered as a site for such programs. It had been suggested at Bangkok II (1978) that overseas training for Asian librarians be reserved for post-professional work, rather than for lower level training. It was also noted that the Population Information Program in its reconstituted program has added a training component for short-term ad hoc training for interested and qualified persons; this may include "information" people. This brief training would try to introduce persons to sources of information in population available to them in their own countries.

Persons coming here from overseas for training quite often are seeking the most recent and current information and skills in the field. For them the jump from a rudimentary stage of library development to

computers in libraries is a relatively short one--quite unlike the experience for most librarians in the United States.

It was noted that APLIC's Training Committee had been inactive due to lack of interested persons and that it was hampered by lack of funds to carry forward its ideas and programs. However, no solid proposal, it appears, had been put forward yet.

Apart from data bases, there are many other areas for discussion which could rightfully concern us. For example, many of us recognize that the work of population librarians is in many instances being handled--admirably so--by persons not professionally trained. Perhaps these individuals should be the focus for our training efforts, through APLIC or otherwise. Should formal training be on two levels: professional and para-professional? Should there be pre-requisites? Or should all APLIC sponsored training workshops be opened to all regardless of previous training and experience? The dissenting viewpoint maintained that APLIC should stick to professional development and not get involved with formal training for support staff. To do so would merely dilute the efforts; and after all, there is enough to do for ourselves.

In conclusion, it is necessary to consider more precisely what we want from APLIC: whether it is to be a clearinghouse on continuing education programs or whether it is to become more directly involved with individual training programs, workshops, and so on. Perhaps we should coordinate more closely with other professional organizations, such as the Medical Library Association. We should also not overlook opportunities to enroll in library schools in our respective locations to keep up with new developments in the field and broaden our range of skills.

THE FUTURE OF AMERICAN FERTILITY

Norman B. Ryder

I got into the demography business some thirty-odd years ago--take that any way you want--and at that time the situation in respect to the American population was a very straightforward one: fertility had been going down for a long, long time. The theory underlying that seemed to be a straightforward one. It was modernization in one guise or another that was doing the job, and since more of that was expected, you could expect more fertility decline. And the literature that we had to read in our courses, as I recall, concerned problems of a declining population and such. The forecasts that were coming out at that time were forecasts that had an American population peaking very soon and thereafter declining. This was the demographic version of the Decline of the West.

And then something happened: the birth rate went up. And demographers said that's a temporary fluctuation, and then it went up some more, and demographers began to stutter a little bit when you asked them questions about it. This went on for years and years and years until the demographers abandoned their theoretical pretensions altogether and escaped into the empty safety of empiricism. You can't very easily find a demographer nowadays who speaks confidently about theory at all.

Well, here we are thirty-odd years later, and what is the prognosis? Well, a number of demographers--and I'm among them--are saying that fertility looks as if it's going to be declining, and we may be on the verge of a population decline. And what are we going to do about that? Why should you pay any attention to a demographer? Well, there are some things that we've learned. I think that we can make a forecast now and not make mistakes that we made before. We will make mistakes, but they will be a new kind of mistake. And that's real progress. We do have, I think, some better methods to use with official data. I think we also have a new kind of evidence from surveys which does a good job because it enables us to separate reproductive ends and reproductive means as two separate components of the puzzle. And I think we've got a couple of new ideas as well.

Now the facts that I want to talk about are very simple in one sense and that is that in the sixty years for which we have data in the United States, the birth rate has gone through one massive fluctuation. It went down to a trough in the early thirties, then it rose to a peak in the late fifties, and it's been coming down since then. The birth rate right now is as low as it's ever been in American history. Well, what happens next? It depends on how we interpret that record. What we have to do is be very careful to say what <u>did</u> happen as distinct from what may appear on the surface to have happened. I'd like to give here a couple of facts without going into any documentation--I don't want to bore you silly. The first point about the baby boom--this dominant feature which, as I say, frightened demographers out of their wits--the first fact about

the baby boom is that although it looks very obvious that it was a phenomenon of people having more babies--and in a sense that's right--when you try to find out why this occurred, then you come across an interesting problem, and that is that it was mainly (58% if you want a number) due to a changing time pattern of fertility. I don't know whether any of you watched the Boston marathon on television. But when you've seen runners running along, if the runners at the back are running a little bit faster than the runners at the front, you get a bunching up. If the runners at the front are moving a little faster than the runners at the back, you get a thinning out. And that's what happens with fertility as well. What was happening was that the members of our earlier birth cohort, the women who were in their older ages, were performing according to an older age pattern of childbearing. Whereas the younger ones coming into the system were performing according to a new childbearing pattern which involved children at younger ages. And these two had an increase of the normal overlap that occurs at the generations as they succeed one another, and there was a bulge created, and that created most of the baby boom. Now I'm not denying that there were also changes in the numbers of children that people had. The change, however, was one that required some reasonably good and detailed statistics to get hold of. That was, that you can really distinguish two kinds of childbearing in a sense: one, what happens at the low parities, the low family sizes; and two, what happens beyond that level. Of the changes in the quantity of fertility that occurred, almost all of them were a matter of women who in previous generations would have had no children or one at most, having at least two children. Only a miniscule proportion of the rise in fertility that occurred in the baby boom was to women who had had two and were progressing on to three, four, and five.

Now what do we say about this phenomenon, then, in terms of the future? The first thing I want to talk about is this business about women going beyond two children to have three or four or five. This is the part of the history of the declining fertility in the United States that we know the best, and that is, that it's been going through a decline for a very, very long time, for several centuries. And the interesting circumstance about the baby boom was that the decline temporarily ceased. What do we make of that particular circumstance, even though it's a very small part of the puzzle that I'm trying to explain here? The consensus about the baby boom, if you talk with most demographers, I think, would be the following: that there was an increase in the number of children wanted, that women who had previously wanted two now seemed to want three or maybe four children, and that there wasn't much change at all in their ability to control their fertility. An if there was any change, it was probably an improvement. In other words, there was a gradual growing sophistication with respect to contraception, there was more talk about it in the papers, there were more manuals of advice, there was an enlarging knowledge in this particular area. So the assumption is made that fertility regulation was systematically improving. If you accept that view, you then come to the conclusion that when people have a third and fourth child, it's obviously because that was their reproductive goal. Well, we have some answers to this now from the National Fertility Study, and the answer from the National Fertility Study is the following: there was

no change in the number of births intended by mothers with at least two children, and there was a deterioration of fertility regulation, a deterioration which caused a rise in unintended fertility. Now why did fertility regulation worsen? Well, there were several circumstances. One was that the last intended child arrived sooner. I've mentioned these people were having an earlier tempo of childbearing; what was happening was that they were arriving at age 25, and they had the number of children that they wanted, and they had twenty years of going to the well--and that's a long, long time to go without a slip between the cup and the lip, so to speak. Now that's a part of the problem: they were really posing a tremendous challenge to themselves. I think there was also a decline in diligence. This was an era when the available contraceptives required a very high level of motivation. And ineffective regulation ought to be expected if the intention is more the exercise of an option than it is a response to the force of necessity. I don't find it a puzzle at all--the people in the 1950s have more contraceptive failures than the people in the 1930s. It really matters in the 1930s. Now, what do we know about the more recent experience in having children beyond the second? The probability that the woman with at least two children is going to have another in any year has plummeted about 50% in the last ten years. I don't find this puzzling or mysterious at all. This is merely the resumption of a trend of a very long duration, and I regard it as evidence of the incompatibility of modernization and the larger family. Now there is an accelerated pace to this development, and I think that we can give the credit for that to recent improvements in fertility regulation. Three quarters of those now using a method are either sterilized, or they're on the pill, or they're on the IUD, or they are cancelling their failures with abortion. During the baby boom that list of methods was negligible in importance. These methods are highly effective because of one crucial way in which they differ from all pre-modern methods. They separate the control of fertility from the act of copulation. Therefore, they reduce the level of motivation required for effective prevention. The plague of unwanted births is almost over with the sole exception of those ethnic minorities which we have not yet admitted into full membership in modern society.

Now, what about the tempo of fertility which I have described as the main source of the baby boom? Easterlin at the presidential meeting of the Population Association last year--some of you may have heard the talk--said that what went wrong with demographers' forecast was that they had ignored the size of the cohort, that is, the numbers of people of the same age as oneself. His theory was simple and elegant. He said that small cohorts who had been raised in poverty did relatively well because they were small in numbers, did well in the labor force, and they responded by having many babies, that is, large cohorts. The larger cohorts were raised in prosperity, and they did relatively poorly because of their large numbers, and they are responding by having few babies, that is small cohorts. So smaller cohorts generate large ones and large cohorts generate small ones. And this is the source of our fluctuation. Now there are some problems with this. One is that the evidence is essentially one case. In other words, there's only one set of data we can look at, only one fluctuation that we can attempt to explain in this way. It's possible, for example, that the gap of one generation between the early

thirties and the late fifties is a coincidence--something like, for example, an explanation of the distance between World War I and World War II. There's another problem with it, a more serious one (I like Dick Easterlin very much but his theory happens to be defective): it's the idea that women wait around for men to offer them marriage, and if the men offer them marriage, if the men have jobs, then the women of course agree and have babies. On the other hand, if the men do not offer them marriage, then they've got to find something to do with their time, so they get jobs. The problem as I see it is this: Suppose that you have a small cohort, and therefore rich job opportunities--that holds for the women as well as for the men--but if the women take the jobs, then are they perhaps not as likely to be as fertile as other wives? There's another problem, and that is that the theory is inherently shortrun. It tells you when to expect things to go up a little or down a little, but it doesn't tell you anything about the trending ability at all.

On the other hand, I think there's something here: I think that it is true that if you belong to a large cohort, you'll find that the job search is a little more difficult, it's going to take a little bit longer for you to get settled into the niche that you want, and therefore you're going to delay longer various activities, including entering into parenthood. In other words, I think of cohort size as an important variable but as a determinant of the time pattern of childbearing. Not that that's trivial by any means, but it's good to put your finger on the right thing. This we can build into our forecasts for the next twenty years or so, because the relevant people have already been born. We can count how many there are: we know when cohort size is going to go up or go down. I think it's worthwhile to include it in our forecasts. So I think Easterlin had a good idea, but I think he misdirected it somewhat with regard to how it works.

Now the final question is a more difficult one and that is: what causes a certain proportion of women to have at least two children? This has changed very dramatically. Over the course of the recent experience, that is, going from the Depression time to the late fifties and then to now, we've seen the proportion of women having at least two children go from 55 percent (which is what it reached during the 1930's), all the way up to 82 percent in the 1950's. It's now down again to about 64 percent. Now, there are lots of explanations of phenomenon like this. One of them, a very common one, is to say that fertility is a matter of fashion. Parenthood was out of style in the 1930s, and it came into style in the 1950s, and it's out of style now. Well, this isn't really terribly satisfactory, you know, because it's a fail-safe explanation. The only evidence we have for the change is the behavior that it's invoked to explain. I think it's appealing in part to some people, because it's essentially anti-intellectual. What they want to say is that "You know what human nature is, and none of you social scientists are going to tell us how we're going to behave, ho, ho, ho." Well, I have a professional bias against that kind of thinking. What bothers me more deeply perhaps is that any behavior pattern paramount to the survival of the society--surely reproduction falls into that category--just cannot be left to individual caprice. This is not a matter of how far your skirt is above

the floor; this is something much more serious than that. It seems to me that we have for a very long time been living under the influence of some very strong reproductive norms. These norms would be that it is better to marry than not to marry, that it is better if you marry to be a parent than to be a non-parent, and if you're going to be a parent, it's better to have two children rather than one. There's a proviso attached to these, and the proviso is that we're in a position to fulfill our parental obligations. My interpretation of the very dramatic rise from the thirties to the fifties in the proportion of women having at least two children was that it became feasible in the post-war period both to have some economic improvement and to fulfill what was the long standing ideal, not a new idea, not a fashion, but something that people had long understood to be the appropriate way to behave if only they could afford it. With respect to the recent decline in the proportion of women having at least two children, I doubt that the same argument can be used. It is true that real income per family has since 1970 stopped rising, but on the other hand, it hasn't declined. My feeling is that our family institution may be in process of re-evaluation, and I return to this in a moment.

Now, there is a feeling, somewhat mystical, that fertility will rise because it's now below replacement level and therefore one would expect it to go up. Go back to our key theoretical system, which is the demographic transition. What that says is that when you've got fertility and mortality in equilibrium at a high level, if there's a disturbance of equilibrium and mortality declines a little bit because of new resources that become available, then what happens is that the population grows and mortality then rises, and we're back in a situation which has a nice feedback system operating to keep it in equilibrium. Modernization breaks us out of that niche, so that mortality not only falls but it falls dramatically. Subsequently, fertility falls too. What's missing from the theory of the demographic transition? What is it that's going to stop fertility from falling? What is there to equilibrate the system at the lower level?

The Census Bureau projections hinge around a key assumption of fertility in equilibrium with mortality. It's got some calculations-convenience to it, I admit, but I think it's based more on faith than on reason--faith that somehow or other there's an automatic corrector that comes into play just as soon as the population approached the replacement level, impelling young couples to make the necessary actuarial calculations each night before they get into bed, and then proceed to do their probabilistic duties. My view is that the significance of the rising proportion of women with fewer than two children reflects something that is happening to the family institution itself; something we might describe as the final phase of modernization. In every society, the family is the institution which is charged with the responsibility for replacing the population. Now in pre-modern times, the mortality was so high that what was a very large responsibility, but the fact that we've survived as a species shows that the traditional family was adequate to its assignment. But it's beginning to look as if the modern family is not. I want to suggest some characteristics of change in the family in the course of modernization which may be the source of the problem.

In pre-modern times, the family was the basic unit in the economy. The head of the family was by virtue of that fact the owner and the employer. The family in terms of what it represented to an individual member was a source of technical education, avenue of employment, channel of credit, social security, and a source of protection and defense. The gravity of the responsibilities of the traditional family were manifest in its authoritarian structure, specifically, the power of the parent over the child and the power of the male over the female. In the community at large, the most important piece of information about an individual was his or her family name. Now how different is this with the modern family? One by one, its functions have been shifted to specialized institutions characteristic of any developed society. The father is no longer the source of the land or other capital, nor the person under whom one could serve an appropriate apprenticeship. The head of the family can no longer act as if he owned his wife and children, the intrusion into the family structure of the ideology of the individual has eroded respect and gratitude alike. The parents can no longer control the marriage of their child, nor indeed is it important for them to do so. The new calculus of production emphasizes not who a person is but what he or she can do and that depends on one's accredidation in educational institutions, which are not controlled by the family but are controlled by the society. Fertility was once high for a very simple reason: the productivity of the child accrued to the benefit of the parent. But the fundamental direction of obligation changed in this intergenerational contract from what the child owed the parent to what the parent owed the child. As the benefits of the child to the parents approached the zero point, the cost of children to parents rose, and there's no apparent ceiling to date. It is any wonder that fertility fell? The more interesting question is what might stop it from falling. Those of you who view with alarm the modern family system are prone to emphasize the conjugal dimension. For example, there are great concerns about the problems of divorce, and indeed this has grown to disconcerting proportions. Yet it seems to me that divorce is a rather understandable consequence for making the test of a good marriage the satisfaction of the individual. The burden of proof has shifted; it's not what the individual can do for the family any longer, it's what the family can do for the individual. Now I don't really think the frequency of divorce is a distinctive signal of the disintegration of the marital institution. The family is a specialized institution now, specialized in the development and maintenance of the individual self. In a modern society the individual has greater need for emotional support. Conjugal family is more exclusively the source of that support. The family provides an emotional haven to comfort the individual on his or her return from exposure to those frequently damaging consequences of participation in a impersonal, competitive modern economy. One testament to the continuing importance of marriage as an institution is the alacrity with which most divorced people choose to remarry as a vote of confidence in the institution which has failed them only in particular.

A second example of the concern with the conjugal dimension of the family is the growing practice of young people living together without taking vows--a practice that my generation views with antipathy or at least unease as well as a covered atmosphere of envy. Now I think the

young are making a mistake if they consider sex to be an appetite that can be adequately satisfied without any sense of commitment. I think they're denying themselves the full possibilities of the experience, but I seriously doubt that their experimentation is a threat to the idea of marriage. I think that as a companion to the institution of the family marriage will survive if only because the individual has such a need for it.

The family, on the other had, has come to mean rather little to the child. The generations were once bound together by concern of parent for child and respect of child for parent--a concern and a respect which were solidly embedded in the importance of each for the future of the other. But now almost the only bond is love and that tends to be fragile and brittle. There was a time when parents assumed total responsibility for socialization of the child. But now the traditional functions of the family are passing out of the home into the hands of the professional providers. Perhaps the most important institutional encroachment was the compulsory public school. The parents have also been displaced by doctors and nurses, community workers, playground leaders, probation officers and psychiatrists. As responsibility for the child is shifted from the parents to the agencies, the ties between parent and child are weakened. It is almost as if the child were too important to the society to be left to the parents. Society has a large stake in a healthy, educated and socially conforming child, and inept parents cannot be allowed to stand in the way.

Perhaps the principal weight of explanation of the recent decline of fertility belongs to the possibility now gradually opening for women to derive legitimate rewards from the pursuit of activities other than motherhood. At considerable risk of oversimplification, I would assert that our past success at population replacement throughout all of human history has been conditional on the discriminatory treatment of women. If we are now prepared to consider this as fundamentally inequitable and are ready to respect the women who chooses a non-maternal way of life, we may be pulling out the prop that has all along made possible our survival as a species. Although I am apprehensive about the consequences, I believe we must accept them because it would be meet and right and proper so to do. Despite the evident inferior positions to which we still assign women in the occupational sphere, the labor force now has only one third fewer women than men. Now some may be propelled into a job by family financial problems, but others are unwilling to remain trapped at home with the children and the housework. The word is out that the satisfactions of raising children come more at the personal sacrifice of women than of men. Women are now entering the marketplace with greater confidence, expanding their social circles beyond that of their husbands' friends, and they're getting a taste of independence. Those who remain housewives now feel obliged to apologize. Wifehood and motherhood no longer constitute an occupation sufficient unto itself. The plain fact is that working and mothering are competing activities. As women gain access to the full range of educational and professional opportunities--and they still have far to go--the alternative opportunity cost of reproduction will rise and press fertility further downward. This is our final frontier of modernization, the elimination of discrimination by gender.

Well, to summarize this account of the family today, I believe there is less satisfaction from parenthood today, and there are alternative modes of living which are a bit preferable to a significant proportion of young women. This is not to predict a wholesale flight from parenthood but rather the exercise of a legitimate option by sufficient numbers to keep fertility low.

What, then, do we say about a forecast? The first instance, it seems to me, is that the level of cohort fertility, the trend, is more likely to continue downward from its present sub-replacement level than it is to rise again. Superimposed on this we are certainly going to see some short-run swings. I think the most useful clue is the link between the size of the cohort and the age of mother at birth of her first child, the entering into parenthood. The larger the cohort, the more difficult it is to become established, and therefore, the longer the delay of entry into parenthood; the converse holds for a smaller cohort. The outcome I see in terms of a birth rate; the birth rate is now about 15 which is as low as it's ever been in history. I anticipate for short-run reasons that it will rise over the next five years or so to above the level of 20. I regret to say that many people will interpret this as a return of the large family, and they will begin to worry about problems of population growth in the United States. If they will only be a little bit patient, I predict that the birth rate will be down by the end of the century to somewhere around 12. Speaking simply, we should be prepared for our population size to decline.

Imperceptibly, but inexorably, the population of the future is going to be different in many important respects from anything we've known in the past. The first fact about the new world ahead is that the population will be much older than it is now. In particular, the proportion of people who are above 65 will approximately double. This consideration has already aroused considerable concern with respect to the financing of social security, for example. I would make two points on that score. First, the problems of support of a dependent population should be seen in perspective. Although elderly dependents will indeed increase, younger dependents will decrease. So that the total quantitative burden--which is the ugly jargon word they use for this--the burden on those of working age is not going to change. Now, on the other hand, the transformation of the family has long since produced a perplexing and troublesome quandary. What is the most fitting and humane social setting for old people? I wish I could provide an answer.

An associated fact about the world economy is that the working population itself is going to be older. What does that signify? Well, the typical commentary is, with little solid evidence, that an older work force is a less productive one. It is true younger workers are considered superior in strength and in speed and in energy. On the other hand, older workers have the edge in skills, dependability and wisdom. As I get older, the trade-off seems less and less unreasonable.

I'm more worried perhaps about the circumstance that age conveys another piece of information, and that is what you time or birth is.

Time of birth means, what is the historical location of your training. It seems to me that we face a problem that if our work force is older, it is also people who have been trained at an earlier time, and the change in knowledge is so inexorable that one should not trust anybody over 30. Perhaps we can solve this by shaking off the shibboleth that education must precede labor force participation. I don't know why we shouldn't open the doors between the world of work and the world of education throughout the entire life span. The problems of productivity of an older work force have a parallel and that is in the unwillingness of older entrepreneurs to take risks. Just as older workers tend to be less flexible and less mobile because they have more to lose from change (they've paid off more of their mortgage), so the older entrepreneurs may tend to err on the safe side to the detriment of innovation and initiative.

Now maybe that is a valid generalization about age. I don't think we really know. Maybe it just reflects a sociological truism that the older person just like everybody else in our system tends to behave in the way he or she is expected to behave. I think we should withhold judgment until somebody does some decent research on the subject. Moreover, organizations need not be intimidated by the seniority principle. The only proposed answer to the problem of the older work force of which I am aware simply is the Procrustean solution: lower the retirement age. In my opinion, retirement is the major cause of death.

Furthermore, there is reason to doubt that the principal issue of the future is whether we will be sufficiently productive. I think we may be already overproductive. We no longer need the work of our youth; we no longer need the work of the old people; we don't need the work of women; we don't need the work of the depressed minorities. Yet to say that our society can afford the luxury of idleness for these categories of people doesn't mean that the individuals themselves can. In a society in which work gives meaning to life, obligatory idleness is less a privilege than it is a curse. The challenge of our future isn't to increase productivity; it's to find meaningful roles for all our citizens.

It seems to me that perhaps the most important socioeconomic implications for the future lie not in the structural characteristics of the population but what I would call the "processual." There are really only two ways in which a population can be transformed. One is by a process in which the constituent members assume different characteristics; they actually go through a process of change in themselves. And the other one is by replacement of some individuals by others by the process of aging. The latter mode of transformation which I've called 'demographic metabolism' was probably the principal agent in the developmetn of the modern technological society. Now I'm not saying that personnel turnover in itself is unimportant. What matters is the opportunity which the turnover, that is the replacement of one person by another, provides for modifying the system of role allocation and the socialization entrants.

Well, the work population has a birth rate just like the general population, that is, the rate of entry into it. And as we shift to a declining population, this "birth rate" is going to decline very rapidly.

And this problem applies in principle to all organizations--political, cultural, social, educational. What we have to do is to try to compensate for the loss of the important invigorating element that we've always had. One of the ways, for instance, in which we try to keep our research institutes alive is to link them with graduate education in the belief that the continual infusion of fresh young minds will invigorate the enterprise. If comparable possibilities become more scarce, we must devote more attention now to recruitment, selection and training to maximize the efficacy of the process, because it is not going to work in our behalf the way it has in the past.

The final point about low fertility is the obvious one, and that is, the population will be smaller than it would otherwise have been. Now there has been a large amount of literature about the relationship between population size and resources in the environment. Some of this literature is even credible. But I sould be more cheered by the prospect of the lower population size if I weren't convinced that the problems of most concern don't really lie in the sheer numbers of people. But rather than alienate the considerable number of zealots on questions like this, let me concede that it is true that the task of solution of whatever problem we have in mind will indeed be easier if there is less population growth.

Now I've been presenting an assessment that the population decline is a likely prospect, and it's going to highlight some institutional flaws for which we've got to find some remedies. Is there an acceptable demographic solution to the problesm posed by population decline? There is a logical option: restrict access to the means of fertility regulation; pass legislation against sterilization, against abortion; ban the production of the oral contraceptive. In my view such actions, even if they could be enforced, would be politically and morally regressive. The issue is not after all survival willy-nilly; the issue is survival of what we believe in. An I think it would be really tragic if in any attempt to preserve our population size, we so departed from our ideals that what persisted wasn't worthy of preservation. In the same vein, if my diagnosis is correct that the crucial source of low fertility is the new found woman's freedom, then we could save the day demographically by ordering them back to the kitchen. Would we really prefer to live in such a world? Measures which improve the quality of life of individuals (and I include in those freedom of fertility regulation, freedom from discrimination on the basis of gender) should be pursued even if they exacerbate prevailing population trends.

Now since this society has such a large stake in the production of sufficient numbers of new members, it would seem appropriate for society to assume a larger share in the cost of bearing children and rearing them. Well, past efforts in this direction have been tried, and they have been to little avail so far as the birth rate is concerned. The public authorities, in other words, may not be able to exert an appreciable influence on the level of fertility. If a program of income transfer would suffice to raise fertility, it would seem to follow that a general rise in income would have the same effect. There is no historical evidence for that except in short run terms. Is there a price at which we could sustain a replacement level, perhaps guaranteeing an annual wage to

the housewife/mother? I think the magnitude of the income transfer would be sufficient to inspire a genuine taxpayers' revolution. The problem is that one occupation, that of housewife and mother, is now very low paid, and the non-material rewards are just insufficient to compensate.

Now, it is possible to counteract population decline by immigration. Yet nearly all countries cherish the idea of a one-culture nation-state. Although this was the way that America was populated, we haven't yet learned--nor have most comparable countries--how to manage decently a multi-cultural society. With large income differences between wealthy and poor nations, there would be no problem of getting recruits. There would be a strong migratory pull, and we could set high qualifications on entry. But that would just make high the cost of the sending country. The populations of labor exporting countries are disadvantaged if they're going to be deprived of their more vigorous and qualified elements. It is true that in the short run immigration could offset some rigidities of our labor force at the lower levels of the economic hierarchy which have been deserted by the domestic work force, but it entails serious social tension.

Now, I've got a long run vision of the world in which national boundaries are going to become progressively permeable to the point of erosion of the very concept of a nation state, so that someday every child born into the world is looked on as our child. But I recognize that's a pathetic contribution to a realistic policy discussion. It seems unlikely that any nation would long tolerate a negative rate of natural increase.

I read recently in the New York Times a warning by the President of France to his countrymen that no nation with a middle-sized population could realistically aspire to grandeur. The article continued with what I take to be an operational definition of grandeur: it was observed that France in the Napoleonic era had three times as many people as Britain. Population stimulants are associated with raising armies and with the Nazi era. Although France may dare to call for subsidization of larger families by appeal to French nationalism and the nation's military credibility, there is squeamishness about such exhortations in West Germany. And the apprehensions go beyond national boundaries.

Similar thinking produces the warning that the West may soon be hopelessly outnumbered by the Third World, and the disparity will create a dangerous political imbalance. Now this is a primitive logic, but it is a prevalent political reality and probably plays an implicit part in the demographic philosophy of many national leaders. Past population policy pressed the cause of what were perceived to be collective interests over what individuals were clearly signalling was in their interest. In my view, the burden of proof is squarely on the government to make an unequivocal case for such collective interests. Governments are ambivalent about population size and the rate of growth. They know the case that can be made for reduction of growth as an aid in problems of resource depletion, environmental pollution and the like. For all of the apprehension about the consequences of a stationary or declining population, there are positive as well as negative features, and the latter are more

likely to respond to the institutional rather than the demographic remedies. The past history of governmental action in the field of fertility has been pro-natalist, especially through inhibiting individual access to satisfactory fertility regulation. But individual families proceeded in anti-natalist direction nevertheless. What is happening now reflects largely the choice of people and how best to achieve an optimum quality of life under prevailing circumstances. I propose that governments treat this choice with the respect that it deserves.

In conclusion, I think we are in for a considerable demographic transformation but not one to be feared. I doubt that any population policy would do more than nibble at the edges in coping with that new future. I doubt that governments are able to modify the trend of fertility more than marginally, provided they can be restrained with regressive measures. And I doubt that they should, even if they could, because the people know what they're doing.

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AN ASSESSMENT OF MICROFORM CAPACITIES IN SELECTED POPULATION INFORMATION FACILITIES IN SOUTHEAST ASIA

Linda J. Knarr

Abstract

In the past few years there has been a great deal of interest in world-wide control and sharing of population information. The barriers of language and distance have long posed a problem. Efforts are being made and have been made over the past ten years to develop an international system for the control and exchange of population information and documents. Both the U. N. Technical Task Force in its feasibility study of a cooperating international population information network (POPINS) and the Carolina Population Center through its production of the Microcatalog suggest and encourage the use of microform documents to facilitate this exchange.

In an attempt to help determine future response to and utilization of these programs which assume the capability to use microforms, a survey was performed of selected population information facilities in Southeast Asia. There was a 62 percent response from the information facilities surveyed. Of these, 32 percent had microform reading capabilities. All the countries, except Indonesia, have at least one organization reporting the ownership of a microform reader. All the information facilities reporting microform reading equipment were able to get this equipment serviced in their own country. Many organizations indicated future plans to purchase reading equipment. If the plans indicated are fulfilled, 52 percent of the responding Population Information Facilities (PIFs) will have microform reading equipment within the next year. Even if plans are not carried out, the fact that there was interest in and consideration of purchase of microform reading equipment demonstrated an initial breakthrough toward the acceptance and usefulness of microform documents.

Twelve of the fourteen population information facilities which have microform readers, either have, or are aware of, facilities capable of producing microforms in their countries. Facilities which did not have microform readers were also aware of production facilities for microform documents. The results show all five countries having both commercial and government production facilities for microform copies. This indicates the ability of the five surveyed countries to utilize and participate in an exchange program of microform documents.

* * *

The use of microform documents by international agencies for the dissemination of information has been talked about, suggested, and employed

for a number of years in the population field. The Carolina Population Center produces its Microcatalog, the U. N. Technical Task Force and Interim Steering Committee for POPINS recommended full-text document exchange services using microforms; the University of Chicago's Community and Family Study Center's Communication and Documentation Service, like AID's Research and Development Abstracts, provides full document backup in fiche for its published catalogs. All of these projects provide for the use of microforms as a major part of their service to LDCs, but they provide this service with very little knowledge of the ability of organizations to utilize this form of document.

In early 1977 in conjunction with the Carolina Population Center, I attempted to discover the actual capabilities of population information facilities (PIFs) in Southeast Asia to utilize and produce microform documents.

The original purpose of the research was to determine the possible utilization of the CPC Microcatalog, produced on 42:1 microfiche, by population information facilities in developing countries. From this research, however, I also hoped to get important notions of the overall use of microforms and of the production of microforms as indications for other programs interested in developing the use of microforms. I was most interested in this aspect for POPINS.

Therefore, my major purpose was to determine the microfiche reading capabilities of selected population information facilities in order to determine the possible usage of the CPC Microcatalog. I also hoped to find out:

1. The microform reading capabilities of selected information facilities in order to determine the feasibility of a future international exchange of microform documents.

2. The local availability of facilities for production of microform documents so that an organization could participate in an actual exchange of documents, sending its own documents out in microform and receiving others in that form.

3. The local availability of maintenance and sales services of microform readers.

It was hoped that this research would provide programs with concrete evidence of actual microform capabilities for PIFs in Southeast Asia. This information could then help determine the future response to and utilization of these programs which depend upon the assumption of microform capabilities.

I made no effort to state absolutely that production and maintenance facilities were available in the specific countries surveyed. The study only surveyed the availability of such production and maintenance facilities as known to PIFs.

The study did not attempt to demonstrate whether PIFs could afford to utilize local production and maintenance facilities, and it also did not attempt to draw final conclusions as to the availability of reading, production and maintenance capacities of other developing areas from the results of this survey.

Methodology and Procedures

The primary data was collected through a questionnaire sent to selected PIFs in Southeast Asia. Southeast Asia was chosen because of:

1. Past close ties with CPC through interns.

2. Participation in the Population Library Development Institute held in Bangkok in 1973.

3. Demonstration of a strong interest in participating in an international network through the development of their own regional network.

Selection of the PIFs Within Southeast Asia

The International Directory of Population Information and Library Resources, Part 2: 1975 Address List, prepared by TIS, was used as the source for selection of the PIFs to be questioned, from the section on Southeast Asia. It was decided to exclude from this list all PIFs located in Communist countries, because of expected changes in PIFs as a result of political events in the past few years. Thus, no questionnaires were sent to Burma, Cambodia, Laos, and Vietnam. The PIFs to which questionnaires were sent were from the following countries: Indonesia (16), Malaysia (6), The Philippines (25), Singapore (8) and Thailand (16). A total of 71 questionnaires were sent.

Results

Returns

Of the 71 questionnaires sent to selected PIFs in Southeast Asia, 44 were returned. This was a 62 percent response. A 100 percent response from Malaysia was the highest return, and 50 percent response from Indonesia was the lowest.

Microform Reading Capacities

One of my major assumptions before doing this research was that Southeast Asian PIFs would have a high microfiche and microfilm reading capacity. However, only 32 percent of the responding PIFs had microform reading equipment. This was much lower than expected and indicates that Southeast Asian population information facilities had a low microfiche and microfilm reading capacity. Of the five countries surveyed, Indonesia

was the only country where respondents had no reading equipment. In the other four countries, at least one PIF had microform reading equipment. All of the PIFs who had equipment in these four countries could have the readers maintained and repaired in their own countries.

This indicated that here is a basis for utilizing microform documents within these four countries. However, extensive technical assistance would be necessary.

Since four organizations in Indonesia said they knew both commercial and government facilities that produce microfiche, this would indicate that microfiche readers and repair facilities are also available in that country.

Use of the TTS Microcatalog

Thirteen of the 44 responding organizations, or 30 percent, have the capability to read microfiche documents. However, none of the thirteen responded positively to having 42:1 magnification ratio available on their readers.

These responses would indicate a problem for PIFs in Southeast Asia in easily using the CPC Microcatalog. Although it is possible to utilize fiche of 42:1 magnification ratio with a 20:1 or 24:1 lens, this incorrect magnification makes it difficult to read and locate items on the fiche.

Feasibility of International Exchange of Microform Documents

Fourteen of the 44 responding organizations, or 32 percent have microform reading equipment. Most of the microform readers indicated by the PIFs have a combination microfilm and fiche reader, so organizations are able to read both types of formated documents. However, only eleven of the fourteen were able to read microfilm, while thirteen of the fourteen could read fiche. Thus, microfiche documents would be the more desirable type of format. But it does not hold a very dominant position, since only three of the fourteen cannot read microfilm documents, and one of the fourteen cannot read microfiche documents.

Of the 31 responding PIFs that did not have microfiche reading equipment, ten said they had plans to purchase equipment within the next year and fifteen had plans to purchase within the next five years. Three organizations indicated intentions to purchase more microfiche reading equipment within the next year, and four had plans to purchase more equipment within the next five years.

If these intentions follow through, 23 of the 44 responding PIFs (52 percent), will have microfiche readers within a year. Since the question about future plans was vague, and did not ask if funds had been made available for the purchase of equipment, the responses cannot be considered significant. However, they do show an interest in the use of microfiche and a willingness to consider it for their organizations and may indicate the future success of an information service

utilizing microform documents.

Staff Awareness of Facilities for Microform Production

Twelve of the fourteen PIFs which have microform readers, either have or are aware of facilities capable of producing microform copies in their home country. PIFs which did not have microform readers were also aware of facilities. The results have shown that all five countries have both commercial and government production facilities for microfiche copies. This would indicate again that there is a basic foundation in each of the five surveyed countries for the ability to utilize and participate in an exchange program of microform documents.

Of the responding PIFs, six had microform production equipment in their organization. These are located in the Philippines, Singapore and Thailand. Eight of the responding organizations, not including the six that have their own, have used either the commerical or government production facilities.

Local Maintenance Services

Of the thirteen organizations with microfiche readers, all thirteen responded that maintenance and repair facilities were available in their own country for the type of readers they owned. Nine organizations had used these repair facilities successfully. Twelve organizations knew these facilities stocked spare parts for their equipment. One organization in Singapore indicated that one of the two types of readers they owned could not be maintained in Singapore.

This indicated that equipment is known to be available and easily serviced in four of the Southeast Asian countries. Unfortunately, since none of the respondents from Indonesia had readers, it is not known what is available in that country.

Conclusions

It has been stated in this study that Southeast Asian PIFs' microfiche capacities would give an indication as to the microfiche capacities of other PIFs in the rest of the underdeveloped regions. Since only 30 percent of the 44 responding PIFs in Southeast Asia have microfiche readers, the percentage would be expected to be lower in other underdeveloped regions. However, the fact that all of the PIFs owning readers could have them maintained in their own countries demonstrated the fact that equipment is available in the region. Unfortunately, this information was not available from Indonesia. However, four PIFs did indicate that they knew of microfiche production equipment in Indonesia. This may suggest that although these PIFs did not own readers, they are probably available in their country.

The results showed that all five countries have both commercial and

government facilities capable of producing microfiche copy. This demonstrates that there is the technical ability for each country to participate in an exchange of microform documents.

The results of this survey show that the five surveyed countries do have the technical capabilities (i.e., equipment for reading and producing microforms) available.

TABLE I

QUESTIONNAIRE RETURNS

Countries	Number of Questionnaires Sent	Number of Questionnaires Returned	Responses Percent
Indonesia	16	8	50
Malaysia	6	6	100
Philippines	25	14	56
Singapore	8	7	88
Thailand	16	9	56
All Countries	71	44	62

TABLE II

MICROFICHE READING CAPACITY OF SELECTED PIFS IN SOUTHEAST ASIA

Countries	No. of PIFs owning microfiche readers	Total No. of microfiche readers owned by PIFs*	No. of PIFs not owning microfiche readers	No. of PIFs indicating magnification ratio and magnification ratios given
Indonesia (8)	0	0	8	0
Malaysia (6)	1	1	5	0
Philippines (14)	5	41	9	3 20:1, 14:1, 10:1, 24:1
Singapore (7)	4	7	3	2 24:1, 20:1
Thailand (9)	3	8	6	2 14:1, 20:1, 24:1
TOTALS (44)	13	57	31	7

* Itemized in Appendix

TABLE III

MICROFORM READING CAPABILITIES OF SELECTED PIFS IN SOUTHEAST ASIA

Countries	No. of PIFs responding	No. of PIFs having microform reading equipment*	No. of PIFs having microform readers	No. of PIFs having microfiche readers	No. of PIFs who do not have equipment presently with plans to purchase in 1 year	No. of PIFs who do not have equipment presently with plans to purchase in 5 years
Indonesia	8	0	0	0	6	7
Malaysia	6	1	1	1	2	3
Philippines	14	5	4	5	1	1
Singapore	7	4	3	4	0	0
Thailand	9	4	3	3	1	4
TOTALS	44	14	11	13	10	15

* Most equipment can read both fiche and film.

TABLE IV

MICROFORM PRODUCTION FACILITIES

Countries	No. of PIFs Responding	No. of PIFs capable of producing microform documents	No. of PIFs capable of producing microfiche documents	No. of PIFs knowing of microfiche production facilities	Production Facilities			No. of PIFs who used facilities
					Commercial	Government	Both	
Indonesia	8	0	0	4	0	2	2	1
Malaysia	6	0	0	4	1	1	2	0
Philippines	14	3	2	12	3	3	5	3
Singapore	7	2	1	3	0	4	1	3
Thailand	9	1	0	4	2	0	2	2
TOTALS	44	6	3	27	6	10	12	8

TABLE V

MAINTENANCE FACILITIES FOR MICROFICHE EQUIPMENT

(Responses from organizations who have equipment only)

Countries	No. of PIFs with microfiche reading equipment	No. of PIFs knowing of repair services in their country	No. of PIFs having used repair facility	No. of PIFs knowing service stocks spare parts
Malaysia	1	1	0	1
Philippines	5	5	4	4
Singapore	4*	4	4	3
Thailand	3	3	1	3
TOTALS	13	13	9	12

* 1 Organization with multiple readers indicated 1 type of reader could not be serviced in Singapore.

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POPULATION INFORMATION ON-LINE

Carann Turner

Abstract

This paper reviews thirteen data bases--POPINFORM, the Carolina Population Center data base, MEDLINE, DOCPAL, SOCIAL SCISEARCH, Sociological Abstracts, Psychological Abstracts, Comprehensive Dissertation Abstracts, ERIC, Excerpta Medica, SSIE, NTIS, and ENVIROLINE--for relevance to particular areas of population research. A brief description of each data base is given, including the size of the data base, the types of documents included, dates of coverage, general subject coverage, vendors, whether subject indexing or abstracts are included, and any special features or capabilities.

Citation counts for specific subjects of current research interest in demography, population, and family planning are given for each data base. The subjects examined range in scope from the sociological to the biomedical, as no one data base covers all aspects of the field of population. Among subjects or key phrases examined are age at marriage, fecundability, female employment, population policy, value of children, adolescent pregnancy, and repeated abortion.

* * *

Bibliographic retrieval in demography/population/family planning has developed enormously since the founding of APLIC in 1968. In addition to classification schemes, thesauri, and union lists, the field now has three excellent data bases--POPINFORM, the data base of the Carolina Population Center, and DOCPAL--which offer a complementary coverage of the literature of the field. However, one of the chief characteristics of population studies as a field is its multidisciplinary nature ranging from medicine to statistics to the social sciences. A comprehensive search of the literature must therefore necessarily include data bases in related fields. This paper attempts to show the relevance of thirteen bases--POPINFORM, the data base of the Carolina Population Center, DOCPAL, MEDLINE, SOCIAL SCISEARCH, Sociological Abstracts, Psychological Abstracts, NTIS, ERIC, Comprehensive Dissertation Abstracts, SSIE, Excerpta Medica, and ENVIROLINE--for population research. Citation counts for selected key phrases--for example, age at marriage or population--are given for each data base as a simplified guide to the particular usefulness or strengths of each data base. A brief guide to each data base including general subject coverage, dates of coverage, adn availability of abstracts or subject indexing is appended.

A comprehensive search of a cross-disciplinary field like population will very often include multiple data bases. Data bases frequently are complementary to each other rather than overlapping. Even duplication can be useful at times, as one system will emphasize one aspect of a subject and the other another, or one will be thesaurus-based and another free text only. One important aspect of good searching is to use as many data bases as applicable for a truly comprehensive search.

Selection of Data Bases

Several factors were involved in the selection of data bases for this study. An arbitrary decision was made to limit the number of data bases to thirteen as a manageable number. This should in no way be taken to mean that there are only thirteen data bases of relevance to population researchers. (Useful data bases not included in this study are, among others, SCISEARCH, the New York Times Information Bank, CRECORD, American Statistics Index, Congressional Information Serivce, Toxline, Foundation Grants, and all backfiles.) The problem was more how to limit the number of data bases.

First, and most importantly, the data bases must have some relevance to the field. Secondly, only bibliographic data bases containing current citations are included. A limit of one data base per data base producer was also imposed, as data bases produced by the same organization tend to be similar in searching techniques at least if not in scope. American Statistics Index, a very excellent resource, was also eliminated from the study because of the difficulties involved in searching it free text.

The data bases selected for the study include the three that are specific to the population field--POPINFORM, DOCPAL, and the data base of the Carolina Population Center--as well as MEDLINE, SOCIAL SCISEARCH, Sociological Abstracts, Psychological Abstracts, Comprehensive Dissertation Abstracts, NTIS, ERIC, SSIE, Excerpta Medica, and ENVIROLINE.

Selection of Key Phrases

The key phrases selected for the study are natural language phrases which are currently important research topics in the field. There are fifteen key phrases, approximately five each from demography, population studies, and family planning. This is to ensure that all aspects of the field, from the biomedical to the demographic, are included. The phrases are single concepts, i.e., age at marriage, not age at marriage of women in Ghana. The phrases also had to have the same meaning in different disciplines. Age at marriage, for example, always has the same meaning: how old people are when they marry. Incentives, on the other hand, can have rather different meanings when applied to psychology, economics, and family planning. A reference to the pill means one thing in family planning, but if you search MEDLINE for the pill you are just as likely to get sleeping pills as you are to get birth control pills.

The phrases are as follows:

1. fecundability
2. age at marriage
3. rural population
4. female employment
5. labor migration
6. voluntary childlessness
7. ideal family size

8. population policy
9. population education
10. value of children
11. copper 7
12. adolescent pregnancy
13. ovulation detection
14. repeated abortion
15. perfect contraceptives

Methodology

It is difficult to compare data bases that differ greatly in whether or not they contain subject indexing, abstracts, category codes, and other features. For this reason, and to achieve some degree of comparability in searching, only text word phrases in titles, abstracts, or subject terms were chosen. When a key phrase was exactly the same as a thesaurus term except for inversion or singular or plural, these hits were also counted. Text word searching is not always ideal. Thesaurus terms are often preferable when available. However, the purpose of this paper is not to demonstrate good search strategy but to indicate which data bases contain valuable information in particular areas of population research.

From the following chart, you can see that to search for ovulation detection you would certainly want to use POPINFORM, For a more comprehensive search, include MEDLINE as well. For repeated abortion use POPINFORM. The CPC data base would make a good second selection. To search age at marriage, you would want to use both POPINFORM and the CPC data base. To look for information on female employment, use the CPC data base. A more comprehensive search would also include DOCPAL, POPINFORM, and Sociological Abstracts. ERIC contains the most hits on population education, but POPINFORM and the CPC data base are not far behind.

From the number of hits on population policy in both POPINFORM and the CPC data base, it is obvious that you should not search for population policy without specifying several qualifiers--for example, country or date. DOCPAL also has a substantial number of hits on population policy. A very comprehensive search would also include ENVIROLINE and Sociological Abstracts.

For information on the Copper 7 IUD, search POPINFORM and Excerpta Medica. For ovulation detection go to POPINFORM first and then to MEDLINE as a backup. For repeated abortion use POPINFORM and then the CPC data base.

Numerous data bases contain citations on the value of children, most notably the CPC data base, but POPINFORM, SOCIAL SCISEARCH, DOCPAL, ERIC, Psychological Abstracts, and Excerpta Medica should not be overlooked. For labor migration, use the CPC data base as well as DOCPAL, SOCIAL SCISEARCH, Sociological Abstracts, and Comprehensive Dissertation Abstracts. It should be remembered that each hit in Comprehensive Dissertation Abstracts represents a dissertation and not an article.

Numerous conclusions can be drawn from this chart. The most important conclusions are that comprehensive searches should often include multiple data bases and that good information can often be found in some unexpected places.

	CPC data base	POPINFORM	MEDLINE	SOCIAL SCISEARCH	ERIC	NTIS	Sociological Abstracts	Psychological Abstracts	Comprehensive Dissertation Abstracts	Excerpta Medica	SSIE	ENVIROLINE	DOCPAL	
fecundability	97	61	5	8	-	-	15	1	2	6	-	5	8	
age at marriage	527	534	9	32	31	-	158	23	10	52	15	11	65	
rural population	41	1107	35	65	603	20	56	25	11	535	53	14	n.a.*	
female employment	599	48	4	11	16	1	21	6	3	10	3	3	212	
labor migration	194	2	1	32	3	8	28	2	29	2	7	-	88	
voluntary childlessness	92	23	-	5	6	-	9	9	5	4	2	1	0	
ideal family size	158	790	5	6	2	-	26	9	1	7	1	-	55	
population education	430	454	-	45	503	3	11	7	14	10	3	15	n.a.	
population policy	2175	2247	10	128	42	7	84	10	10	39	15	180	421	
value of children	135	42	1	24	30	-	9	19	3	35	6	1	25	
copper 7	9	161	7	6	-	-	-	-	-	40	-	3	n.a.	
adolescent pregnancy	204	72	41	17	18	1	7	11	6	14	6	1	1	
ovulation detection	-	214	40	1	-	-	-	-	-	7	-	-	-	
perfect contraceptives	4	7	-	2	1	-	3	-	-	1	1	-	n.a.	
repeated abortion	34	95	4	-	-	-	1	1	-	10	-	-	-	

* not available

APPENDIX: Data Base Descriptions

Data base:	Carolina Population Center Data Base*
Producer:	Carolina Population Center Library University of North Carolina at Chapel Hill University Square 300A Chapel Hill, North Carolina 27514
Vendor:	Carolina Population Center Library Lockheed DIALOG*
Subject coverage:	Demography, population studies, family planning, abortion, fertility, population policy and law, migration, population education, and research methodology.
Types of documents:	Journal articles, books, book chapters, reports, dissertations, conference proceedings, and many unpublished papers.
Date:	1966-
Number of citations:	45,000
Subject Indexing:	Yes. Population/Family Planning Thesaurus by Carolina Lucas and Margaret Osburn. 2nd ed. Chapel Hill: Carolina Population Center, University of North Carolina at Chapel Hill, 1978. 286 p.
Abstracts:	No.
Cost:	15¢ a citation (CPC) $55.00 per connect hour (Lockheed)

*To be available on Lockheed's DIALOG system in Fall 1979 as Population Bibliography.

Data base:	Comprehensive Dissertation Abstracts*
Producer:	University Microfilms, International 300 North Zeeb Road Ann Arbor, Michigan 48106
Vendor:	Lockheed DIALOG System Development Corporation
Subject coverage:	Multidisciplinary.
Types of documents:	Almost all dissertations accepted at U.S. universities since 1861 plus some foreign ones.
Date:	1861-
Number of citations:	600,000
Subject indexing:	Yes, but very broad.
Abstracts:	No, but you are given the page and volume number to look up the abstract in the printed version of the index.
Special features:	Most dissertations are for sale by University Microfilms, but you must include their order number.
Cost:	$55.00 per connect hour.

* On SDC, the data base is called Comprehensive Dissertation Index.

Data base:	DOCPAL
Producer:	Latin American Population Information Division (INFOPAL) Centro Latinoamericano de Demografia (CELADE) Edificio Naciones Unidas Avenida Dag Hammarskjold Casilla 91 Santiago, Chile
Vendor:	INFOPAL
Subject coverage:	All documents on population published in or about the Latin American countries.
Types of documents:	Books, journal articles, published or unpublished papers, conferences, census documents, dissertations, and bibliographies.
Date:	1970-
Number of citations:	8,000
Subject indexing:	Yes. POPINS Multilingual Thesaurus.
Abstracts:	Yes.
Special features:	The DOCPAL data base is used to produce the journal DOCPAL Resumenes sobre Poblacion en America Latina (biannual, $10.00 a yr.). A document delivery service is offered as a backup to the system for non-commercially distributed materials. A reasonable number of documents will be sent free of charge to persons in Latin America and the Caribbean. A charge of 15¢ a page is made to persons outside the Region to cover costs. Request forms for both the document delivery service and the computerized search service may be found in the journal DOCPAL Resumenes.
Cost:	Free of charge.

Data base:	ENVIROLINE
Producer:	Environment Information Center, Inc. 292 Madison Avenue New York, New York 10017
Vendor:	Lockheed DIALOG System Development Corporation
Subject coverage:	Environment, pollution, energy, and resources.
Types of documents:	Journal articles, conferences, and reports.
Dates:	1971-
Number of citations:	65,500
Subject indexing:	Yes. ENVIROLINE USER'S MANUAL. New York: Environment Information Center. Loose Leaf.
Abstracts:	Yes.
Special features:	Most documents cited are available from the Environment Information Center.
Cost:	$90.00 per connect hour.

Data base:	ERIC
Producer:	National Institute of Education Educational Resources Information Center Washington, D.C. 20208
Vendor:	Lockheed DIALOG System Development Corporation
Subject coverage:	Education, educational materials, counseling, handicapped, gifted children, languages and linguistics, teacher education, tests and measurement.
Types of documents:	Journal articles, reports, curriculum guides, lesson plans, bibliographies, theses, and pamphlets.
Date:	1966-
Number of citations:	320,500
Subject indexing:	Yes. Thesaurus of ERIC Descriptors by Frederick Goodman. 6th ed. New York: Macmillan Information, 1975. 389 p.
Abstracts:	Yes.
Special features:	Most items cited, except journal articles, are sold by the ERIC Document Reproduction Service (EDRS) in paper or microfiche.
Cost:	$25.00 per connect hour.

Data base:	Excerpta Medica
Producer:	Excerpta Medica P.O. Box 1126 1000-BC Amsterdam The Netherlands
Vendor:	Lockheed DIALOG
Subject coverage:	Medicine and related disciplines.
Types of documents:	Journal articles, books, monographs, dissertations, and conferences.
Date:	1974-
Number of citations:	800,000
Subject indexing:	Yes. MALIMET, EMCLAS, and EMTAGS on Microfiche. $160.00. about 350 fiche.
Abstracts:	Yes.
Cost:	$55.00 per connect hour.

Data base:	MEDLINE
Producer:	National Library of Medicine 8600 Rockville Pike Bethesda, Maryland 20209
Vendor:	National Library of Medicine Bibliographic Retrieval Services
Subject coverage:	Medicine and health sciences
Types of documents:	Journal articles and some books.
Date:	Current year and the two preceding years.
Number of citations:	600,000.
Subject indexing:	Yes. Medical Subject Headings Annotated Alphabetic List, 1979. Available from NTIS. 776 p. Medical Subject Headings Tree Structures, 1979. Available from NTIS. 437 p.
Abstracts:	Often.
Cost:	$15.00 per connect hour prime time (NLM) $8.00 per connect hour nonprime time (NLM) $10.00 per connect hour (BRS)

Data base:	NTIS
Producer:	National Technical Information Service U.S. Department of Commerce 5285 Port Royal Road Springfield, Virginia 22151
Vendor:	Lockheed DIALOG System Development Corporation
Subject coverage:	Science, technology, business, government regulations, and social sciences. Good in environment, energy, pollution, and planning.
Types of documents:	Government-sponsored research and development and the reports of federal agencies and their contractors or grantees.
Date:	1964- (Lockheed) 1970- (SDC)
Number of citations:	695,000 (Lockheed)
Subject indexing:	Yes. Fifteen thesauri in different subject fields are used to index this file.
Abstracts:	Yes.
Special features:	Materials cited are for sale by NTIS.
Cost:	$35.00 per connect hour (Lockheed) $45.00 per connect hour (SDC)

Data base:	POPINFORM
Producer:	Population Information Program School of Hygiene and Public Health Johns Hopkins University 624 North Broadway Baltimore, Maryland 21205
Vendor:	Informatics, Inc. To be available in 1979 from the National Library of Medicine as POPLINE
Subject coverage:	Excellent coverage of the biomedical aspects of population studies, and especially strong in contraceptive methods, sterilization, prostaglandins, abortion, and family planning programs.
Types of documents:	Journal articles, books, technical reports, U.N. and government documents, conference proceedings, and unpublished literature.
Date:	1971- Key literature from earlier years is also included.
Number of citations:	55,000
Subject indexing:	Yes. Population/Fertility Control Thesaurus by Helen K. Kolbe and Rita F. Bergman. Washington, D.C.: Population Information Program, George Washington University, April 1976. 243 p. Fertility Modification Thesaurus with Focus on Evaluation of Family Planning Programs by Kathryn H. Speert and Samuel M. Wishik. New York: International Institute for the Study of Human Reproduction, Columbia University, 1973. 186 p. Also a new term list dated January 5, 1978.
Abstracts:	Yes.
Special features:	POPINFORM contains six files, which are searchable separately as well as together. The two most important files are those of the Population Information Program at Johns Hopkins and the Center for Population and Family Health at Columbia University.
Cost:	$50.00 per connect hour (Informatics) $8.00 & $15.00 per connect hour when available from NLM. The search service and the hard copy service are free to developing countries.

Data base:	Psychological Abstracts
Producer:	American Psychological Association 1200 Seventeenth Street, N.W. Washington, D.C. 20036
Vendor:	Lockheed DIALOG System Development Corporation
Subject coverage:	World's literature in psychology.
Types of documents:	Journal articles, books, monographs, and reports.
Dates:	1967-
Number of citations:	266,000
Subject indexing:	Yes. Thesaurus of Psychological Index Terms. 2nd ed. Washington, D.C.: American Psychological Association, 1977. 300 p.
Abstracts:	Yes.
Cost:	$65.00 per connect hour (Lockheed) $60.00 per connect hour (SDC)

Data Base:	SOCIAL SCISEARCH*
Producer:	Institute for Scientific Information 325 Chestnut Street Philadelphia, Pennsylvania 19106
Vendor:	Lockheed DIALOG System Development Corporation
Subject coverage:	Multidisciplinary social sciences.
Types of documents:	Journal articles, some monographs, book reviews.
Date:	1972- (Lockheed) 1977- (SDC)
Number of citations:	605,000 (Lockheed)
Subject indexing:	No.
Abstracts:	No.
Special features:	Searching by cited references. Copies of articles cited are available.
Cost:	$70.00 per connect hour.

*On SDC, the data base is called Social Sciences Citation Index.

Data base:	Sociological Abstracts
Producer:	Sociological Abstracts, Inc. P.O. Box 22206 San Diego, California 92122
Vendor:	Lockheed DIALOG
Subject coverage:	World's literature in sociology and related disciplines.
Types of documents:	Journal articles, monographs, conferences, and reports.
Dates:	1963-
Number of citations:	95,000
Subject indexing:	Yes, but single word terms only. Sociological Abstracts User's Reference Manual by Miriam Chall and Diane Wurzel. San Diego: Sociological Abstracts, 1977. various pagings.
Abstracts:	Yes.
Cost:	$55.00 per connect hour.

Data Base:	SSIE Current Research
Producer:	Smithsonian Science Information Exchange Room 300, 1730 M Street, N.W. Washington, D.C. 20036
Vendor:	Lockheed DIALOG System Development Corporation
Subject coverage:	Summaries of research-in-progress or recently completed research, mostly government sponsored.
Types of documents:	Research-in-progress.
Dates:	Generally the last two years.
Number of citations:	253,000
Subject indexing:	Yes. SSIE Subject Terms and Synonyms. Washington,D.C.: Smithsonian Science Information Exchange. 3 vols. computer print-out.
Abstracts:	Yes. The abstracts are written by the grantees.
Special features:	It is not possible to search by sponsoring organization in this file, i.e., you cannot get a list of projects funded by EPA in the last year.
Cost:	$90.00 per connect hour (Lockheed) $110.00 per connect hour (SDC)

NETWORKING: FORMAL AND INFORMAL

Bruce Knarr, Organizer
Population Reference Bureau

Avi Green, Organizer
United Nations Fund for Population Activities

Ann Leonard, Organizer
Ford Foundation

Sujuti Budiharsono
National Family Planning Coordinating Board
Jakarta, Indonesia

Richard Hankinson
Population Index

Helen Kolbe
Population Information Program
Johns Hopkins University

NETWORKING IN INDONESIA

Sujuti Budiharsono

At the APLIC 11th Annual Meeting last year in Atlanta a report on the present activities of the National Information and Documentation Network on Population and Family Planning was submitted. The goals of the network were very similar to that of APLIC except an additional lower level of network activity. They were as follows:

a. the professional development of effective documentation and information systems in the field of population and family planning;

b. professional contact among the population documentalists, librarians, information and communication specialists;

c. the nationwide exchange of population information through national programs and activities;

d. a development of a national, regional and international cooperative network of population documentation, information and library centres for the exchange, dissemination and documentation of population information;

e. continuing education to encourage professional development among population documentalists, librarians and information specialists.

To carry out these objectives (realizing its limited resources) BKKBN set up a center of the network in 19[illegible] with the status of a division level as part of the Bureau of Reporting and Documentation. Its status was promoted to that of Bureau of Population Data as of December of last year. The library is one division along with two others which work very closely with the library. One is selecting and processing documents into information to be further disseminated to the appropriate audience, and the other division is doing the planning, evaluation and supervision of network activities. The Center involves 27 provincial sub-centers and about 300 agency-level units. Within the coming five years the units should have trained staff and minimum standard facilities of space and collection. Both the government and donor agencies like UNFPA, the Ford Foundation, Pathfinder Fund and USAID have been assisting in priority projects.

Organizations outside BKKBN like research, health and population institutes, universities and ministries in the fields beyond family planning are actively participating in the network to carry out the goals. For these activities we need regular meetings, monthly or quarterly, to strengthen the cooperation, besides a union list of periodicals, books, articles in newspapers and periodicals, and A-V materials.

Continuous planning, evaluation and supervision were conducted to adhere to the goal of supporting the national program to reduce the fertility rate of the population to two percent in the year 2000. Through the network we hope to be able to supply the users and audience basic data on fertility and mortality rates, migration and quality of life in addition to what BKKBN already does with their own reporting system on contraceptive methods and use, IEC activities and others.

It should be noted that these data were already available at the villages through several reporting systems by the Bureau of Statistics, Ministry of Interior and some inter-census surveys. The problem is then how to collect, process and disseminate these data and information as widely and quickly as possible. The Second Five-Year Plan of Action (1978-1983) was already formulated.

Problems of BKKBN which still have to be anticipated are, among others:

a. to develop a standardized training curriculum;

b. selecting and collecting the right population information materials for quick dissemination to the right audiences: professionals (doctors, teachers, religious leaders, political leaders, etc.), administrators (from the minister down to the village head), researchers, youngsters.

It is time to expand these network activities from the national level up to a broader scope, i.e., ASEAN, where five developing countries are having the same problems. In this case APLIC as an international agency might share their expertise to work out an appropriate arrangement, as APLIC has already a number of chapters in the U.S., one being formed in India, and an affiliate organization in Latin America.

In addition, a TCDC program (Technical Cooperation among Developing Countries) was already in operation, wherein the national network took part in sharing expertise and experiences with their neighboring countries. The project is still in progress.

Summary of Discussion

In reply to a question about ASEAN and its activities, Mrs. Juti explained that the ASEAN secretariat is in Jakarta and that its concerns are, one, economic problems, and two, communication and information. She spoke of the need for information as the vital element in changing attitudes toward family planning, making people aware of it, and developing support for the programs.

As a network, BKKBN members share a common mission and their limited resources. Problems include the variety of audiences and the many different local languages. The latter constitute a barrier to sharing of local publications, which would otherwise be of value to other members. One important activity is to excerpt up-to-date medical information that comes in and send it out to local doctors.

It has been difficult to make use of the APLIC DUPS program because of the vagaries of the international postal system and the deadlines for sending requests in. But such materials are very much needed, as there are hundreds of libraries with below-standard collections.

Asked to distinguish between "formal" and "informal" networks and which he would consider APLIC to be, Avi Green replied that he would define a formal network as a system based on contractual agreements, including perhaps even an exchange of money. These agreements would result from members getting together to set up goals and define the parameters of the system: what it exists for, who can join and who can't, what costs are to be shared. And the institutions themselves, not merely their librarians, must agree to the policies. APLIC, on the other hand, he sees as an informal network, which exists because we know each other; also, some members have the advantage of being located in the same geographic area. If it were to be considered on a national, or North American, scope, the informal aspect could cause some difficulty after a while.

Sujuti Budiharsono 104 Avi Green

GROUP DISCUSSION REPORTS

Group 1, APLIC Informal Networking--Helen Szterenfeld, rapporteur

In the course of our discussion on the APLIC organization as an informal network, we found that we weren't sure what the services are of an informal network. As a result of our discussion the group recommends to the Board of Directors that a survey be taken of APLIC membership, to determine what services APLIC members can render to other APLIC members and what kind of services they would expect from other APLIC members. David Rose, Susan Pasquariella, Barbara Bower, and the Population Reference Bureau have offered to help formulate this survey, which we hope could be done sometime this year. The results of the survey as submitted to the Board should be considered as input toward formalization of standards for cooperative services within APLIC.

Group 2, Getting Involved in Networking--Tim Rice, rapporteur

After agreeing that the Periodical Union List is a good start, we went on to talk about the idea of a union catalog and an audiovisual union list. A-V materials are particularly difficult to find. They're poorly used, and this kind of thing might help those materials to be used more by helping people find them. Maps were mentioned--people have difficulty finding them, such as maps of population density. This could be a separate thing or part of the A-V union list. Another suggestion was a union list of machine-readable data files.

It was pointed out that developing an A-V union list could really put a burden on those libraries which have a lot of A-V materials, but on the other hand it would provide a list of what does exist and help avoid the duplication of time, effort, and money in such things as developing a set of A-V materials for a course.

We discussed possible ways to produce a union catalog. One way would be for participating libraries to make a duplicate of each main entry card. This task could be divided among the participating libraries, perhaps by letter of the alphabet. Another idea was to use the entry numbers in Population Index, with each library reporting, by entry number, which items it has in its collection. The question is, who would coordinate the project? Could we get a grant in order to do all this?

Is there any way APLIC as a whole, or its members, could hook into an existing system of some sort? This would, however, open the way to being used by non-APLIC libraries and perhaps put too much of a burden on many member libraries.

The question was raised as to how all of this could be carried out, given that we are a small organization. It was pointed that APLIC, to be a genuine source of expertise for developing countries, and not only for ourselves, needs to develop these kinds of things, so that we can be a model.

LINKING OF NETWORKS

Coordinating Bodies: POPIN--Richard Hankinson

If you look at past Proceedings and papers that have been presented at the APLIC-PAA sessions, and various other documentation, which you should be able to get hold of fairly easily, you'll get in printed form an idea of what POPIN is. Very briefly, it started a while back as an initiative from CICRED, based in Paris, to set up a worldwide population information system. Before describing what it is, I would like to summarize briefly the concerns of some people who were working in actual information activities: one, they were concerned about the development of a system which they were supposed to contribute to by feeding in information, and in a sense to give up part of their individuality and individual responsibility; and two, this was an initiative from an organization which they did not belong to and had no control whatsoever over. So there was some concern from existing systems when this idea started. But as it has developed, the concept, at least, has become, I think, acceptable in its present form to existing population information systems. Very briefly, this is what has happened: after some preliminary meetings, POPIN was discussed formally in the Population Commission meeting three years ago, and they postponed a decision until the Population Commission which met in January 1979.

In the meantime, during those two years, Frances Delaney was appointed as a consultant to the UN and prepared a report for the Population Commission. The Population Commission considered her report and adopted it in 1979. In the UN that doesn't mean anything until it is also approved by the meeting of ECOSOC, of which the Population Commission is a sort of subsidiary. That meeting takes place in May. But there's no reason ECOSOC should reverse that decision. What Frances recommended, in a nutshell, was that the way to proceed is for existing systems to work together; all that is necessary at the center is a coordinating unit, which would be based within the UN system. They dropped the "S" from POPINS to indicate it would not be a "system" (these things take on great significance) and it is now POPIN. as Bruce quite rightly lists it. POPIN is not conceived of as a system but just as a network. I think Frances would agree that an illustration of the kind of activities that she felt would be appropriate for POPIN is a meeting which was held in Santiago last year, where representatives of Population Index and of the DOCPAL system in Santiago, and Petrina Amonoo, representing the newly formed African PIDSA, in Legon, got together and went over technical details related to the exchange of computer tapes and standardization of the way we do things. This kind of practical cooperative activity is indicative of the kind of activities which would happen under POPIN.

The crunch is money. I think it's true to say that as far as the Population Commission is concerned, they have no objection to this kind of activity if this is what the institutions and the people working in the field feel is necessary, but if it had been a question of dropping something else which cost money within their program and substituting POPIN for it,

they might have turned it down. So, providing money can be found outside the regular Population Division budget for this activity, they encouraged it and hoped it would proceed.

How it develops and what happens, I think we'll just have to see. It depends on what the coordinating unit tries to do. If it acts just as a channel whereby existing systems and people who are interested in joining it and working with existing systems can find out the kind of documentation they need, perhaps through some kind of newsletter from the central unit, which tells them of ongoing activities and how they can find out about them and make contacts and start talking together, then I think it'll work out fine. But if the coordinating unit starts trying to mold and change what people are doing to fit some kind of central concept which they develop in the abstract, then it won't work.

I think Avi put it in a nutshell, as far as this kind of networking activity is concerned, that basically it's a question of self-interest. You put into networking activities because you gain from them. You're not going to contribute an enormous amount of time and resources to any networking activity unless you feel there's a payoff to your institution or your organization from so doing. Certainly at Population Index we're optimistic that it will develop in such a way that it will be useful for us to contribute, and we look forward to the setting up of this coordinating unit and to working with it and with the other institutions, whether within the U.S. or internationally, who are working toward this slow creation of some kind of international network under the broad framework of POPIN.

Electronic linkage of networks

Helen Kolbe introduced a slide-tape presentation from the National Library of Medicine, prepared and narrated by Dr. Charles Goldstein. Dr. Goldstein is the Chief of the Computer Technology Branch at the Lister Hill National Center for Biomedical Communication at NLM. Since 1974 he has been responsible for establishing a research and development program in library automation, advanced information systems, and computer-based educational technology.

The "User-Cordial Interface" described in the presentation is an interface system that will electronically link on-line systems. The prototype system shown in the slides operates on the NLM Catline data base. It permits users of different levels of experience to access the data base with a minimum number of simplified commands and produces output formatted in the style of a traditional library card catalog.

WORKSHOP SESSION II

1. SELECTION/ACQUISITIONS

Helen Szterenfeld
International Planned Parenthood Federation/Western Hemisphere Region

Betty Ann Leibowitz
International Project, Association for Voluntary Sterilization

2. LIBRARY RESOURCES FOR POPULATION INFORMATION EXCHANGE

Sally Coghlan, Organizer
American Public Health Association

Rita Bergman, Organizer
Sigma Data Computing Corporation

Mary Flournoy
Judith Harvey
Philadelphia Free Library

Sally Brandel
Overseas Development Council

Maria Teresa Astroza
Pan American Health Organization

SELECTION AND ACQUISITION: POLICIES AND PROCEDURES

Helen Szterenfeld and Betty Ann Leibowitz

Print Materials

1. ACQUISITION POLICY

Planning for acquisitions begins with plans for the selection of books and other library materials. The manifestation of selection plans is stated in a written policy statement. According to the Public Library Standards, 1966:

"All materials should be selected and retained or discarded in keeping with stated objectives of each system... Every system and every library within the system should have a written statement of policy covering the selection and maintenance of its collection."

The following points should be clarified by the policy statement:

1.1 Levels of Coverage: exhaustive, comprehensive, research, reference.

1.2 Subject Coverage: a listing of core and related subjects, peripheral subjects.

1.3 Country Emphasis.

1.4 Languages.

1.5 Dates and Editions of Material to be Collected.

1.6 Types of Documents: monographs, conference proceedings, serials, press releases, etc.

1.7 Gifts and Exchanges.

1.8 Other.

2. ACQUISITION PROCESS

Consists of the following stages: selection, ordering, accessioning, payment.

2.1 Selection.

In the selection process one must consider the policy statement and guidelines that are based upon the library's objectives and the needs of its users.

a. Sources for Selection of Materials.

i. For the establishment of a collection, information about what material exists in a certain subject field will be

found in subject bibliographies and published catalogues.
ex: IPPF. Family Planning Programme Management. London, IPPF, 1978. IPPF Bibliography Series.
Radel, David J. & S. Konoshima. Communication and Non-formal Education in Population/Family Planning: an index of materials together with information on obtaining these materials. Honolulu, East-West Center, 1976.
Community and Family Study Center. PSD Communication Service. Catalogue of available documents: 1978-79. Chicago, CFSC. 1978.

ii. Periodicals.
ex: INTERCOM, Studies in Family Planning, etc.

iii. Publishing Trade Journals, Publisher's Catalogues and Advance Notices.
ex: Publisher's Weekly, WHO advance notices, Academic Press.

iv. Library Acquisition Lists.
ex: Library Acquisitions(Population Council), IPPF Cooperative Information Service, Library Acquisitions (UNFPA), etc.

b. Assessing the Value of New Material.

Apart from the established criteria of accuracy, authority, and good production, the decision as to whether to acquire a particular item depends upon:

i. How expensive is it?

ii. Does it fill a gap in the collection or is the subject already well covered by other works?

iii. Is the information more up-to-date, more comprehensive, or more helpfully presented than in any of the other works held?

iv. How much of the text is applicable to the interests of the organization?

v. How often will it be consulted?

vi. Can it be readily borrowed or consulted elsewhere?

vii. If it is likely to be in great demand, should multiple copies be bought?

2.2 Ordering.

a. The essence of obtaining items quickly, cheaply and with a

minimum of administrative procedure depends on identifying the correct source.

b. Whenever possible, books should be ordered from one supplier, rather than individual publishers.

c. Publications of specialized agencies, such as United Nations, UNESCO, IPPF, should be ordered directly.

d. Ordering Procedures: checking, addresses, order form, acquisition register.

2.3 Accessioning: unpacking, recording, unsolicited items.

2.4 Payment: checking and clearing, payment, end-of-year statement.

3. ACQUISITION OF PERIODICALS

In a small library, with limited staff, the number of periodicals subscriptions should be kept to a maximum of 25-35 since periodicals are extremely time-consuming to deal with and usually quite expensive. Recent studies on information retrieval show that 66% to 70% of the relevant information onany subject is to be found in about 30 "core" periodicals.

A list of "core" periodicals appears in the IPPF Module N°6: Reference Work: Methods and Sources.

3.1 Selection Factors: financial resources of the library, scope of the library, demands of readers, availability of periodicals elsewhere.

3.2 Ordering: subscription service, direct purchase, exchange basis, free.

3.3 Accessioning and Recording: title, frequency, location, volume and part numbers, date of each issue received, ordering payment and binding details.

3.4 Payment.

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1. Ford, Stephen. The Acquisition of Library Materials. Chicago, American Library Association, 1973.

2. Horowitz, Blanche. A Family Planning Library Manual. New York, Katherine Dexter McCormick Library, Planned Parenthood Federation of America, 1975.

3. Forget, Jacqueline P. Practical Documentation: a training package for librarians. Module N°4. Acquisition and Entry of Documents: policy and process. London, IPPF, 1978.

Audio Visual Materials

I. Criteria for selection

Audio visuals must be judged on their own merit, not as if backup to print items. It is necessary for the media specialist to have:

1) comprehensive knowledge of the needs of those using the materials
2) extensive fund of information on all kinds of resources for obtaining the audio visuals[1]

Such factors as ease of use, flexibility, (multi-use, kinds of electrical outlets required), availibility of service for repairs, cost, and ease of shipping are all factors that may influence the decision on whether or not to purchase a particular item.

General criteria for selecting audio visuals are listed below. Not all of these may be appropriate, and such detail in the consideration of an item may not be necessary. However, they are included as broad guidelines covering a multitude of factors worthy of consideration before final selection: authenticity, appropriateness, scope, interest, organization, special features, physcial characteristics (sound, color, length, form). These suggestions have been taken from the very useful book, Developing Multi-Media Libraries, which also provides bibliographies of selection tools and guides to criteria for selection.[2]

Specific criteria for the selection of a particular form of audio visual can be very detailed. Such considerations as sprocket or prawl drive may be a factor for filmstrip projectors, for example. An excellent guide to the selection of media equipment is the detailed work, Media Equipment: A Guide and Dictionary.[3]

Particularly useful in materials selection policy preparation are:

American Library Association. Freedom in Inquiry; Supporting the Library Bill of Rights. Proceedings of the Conference on Intellectual Freedom, January 23-24, 1965. Chicago: A.L.A., 1965.

American Association of School Libraries, Policies and Procedures for Selection of School Library Materials. Chicago: A.L.A., 1961.

California Association of School Librarians. Instructional Materials: Selection Policies and Procedures. P.O. Box 1277, Burlingame, Calif., CASL Publications, 1965,[4]

II. Description of media available

1. Still-projection materials: filmstrips, microforms, slides, transparencies, projected opaque materials.
   These have the advantage of providing the individual or group with control over speed of presentation. Covering a wide range of subjects, and often accompanied by written text and/or cassette, these materials offer versatility in a multitude of uses
2. Motion-projection materials: films, kinescopes, video tapes.
   These include 8mm and 16mm films & electronic video recording (EVR)--which can be hooked into any TV set--The former are most useful in large spaces viewed by groups, while the latter easily lend themselves to smaller areas for individual use. The use of video cartridges simplifies the set-up process.
3. Audio materials: disc and tape recordings.
   These can be listened to by individuals equipped with earphones or can be used for groups.
4. Flat graphic materials: prints, maps, charts, flash cards, pictures.
   All these can be used to effectively illustrate concepts, as well as supplementary to printed materials.
5. Three-dimensional materials: dioramas, games, globes, kits, mock-ups, models, realia, specimens.
   These provide subject versatility, and encourage motivation by involving the user in a project.
6. Programmed materials: (non)printed matter.
   These enable the user to study at his own pace in a structured format, and can also be used with computers.[5]

III. Selection Tools

There really is no substitute for personal previewing of audio visuals. Only you are capable of judging your audience and its needs. However, it may not always be possible to preview before purchase. Existing reviews offer the following advantages:

(1) minimizes duplication where the reviewing source has an established reliable reputation
(2) maximizes efficient use of valuable professional time by allowing the media purchaser more time to scan a variety of reviews and review sources
(3) provides broader basis of critical appraisal, furnishes technical and subject specialization expertise, lessens the logistical problems of previewing, and increases the speed of acquisition.

One of the most obvious sources of information on audio visuals is the producer's own catalog listing describing the available items. For obvious reasons, one must exercise caution, as these do not usually critically evaluate the items in terms of your own audience's needs. They can, however, provide the basis for selecting items for preview and possible future purchase.

Following are listed selection tools with which any media specialist will want to become familiar:

A. Periodicals that regularly feature evaluative reviews of new materials in more than one medium:

Audio Visual Instruction
The Booklist
Educational Screen and AV Guide
Film News
The Instructor
School Library Journal

B. Compiliations which provide descriptive and/or evaluative annotations in their lists of materials; e.g.:

The Elementary School Library Collection, edited by Mary V. Gaver. 4th ed. Bro-Dart Foundation, 113 Frelinghuysen Avenue, Newark, N.J. 07114, 1968. $20. Supplement. 625 pp.

Foreign Language Audio-Visual Guide, compiled and edited by Bertha Landers. Landers Associates, P.O. Box 69760, Los Angeles, Calif. 90069, 1961. 172 pp. $2.50.

Free Learning Materials for Classroom Use, by Guy Wagner & Dorlan Mork. Extension Service, State College of Iowa, Cedar Falls, Iowa 50613, 1967. 81 pp. $1.50.

C. Source guides:

AVI Guide to New Products
Audiovisual Market Place
Blue Book of Audiovisual Materials
NICEM Index to 16mm Educational Films
NICEM Index to 8mm Educational Motion Cartridges
NICEM Index to 35mm Educational Filmstrips
NICEM Index to Overhead Transparencies

D. Free materials source guides:

Educators Progress Service
Free and Inexpensive Learning Materials
Sangamon Source Series
What's Free
Sources of Free and Inexpensive Educational Materials
Sources of Free and Inexpensive Teaching Aids
Sources of Information and Unusual Services

FOOTNOTES

1. Hicks, Developing Multi-Media Libraries, p. 15.
2. Ibid., pp. 16-18.
3. Doskey, Media Equipment: A Guide and Dictionary, p. 32.
4. Hicks, Ibid., p. 26.
5. Ibid., pp. 18-25.
6. Ibid., pp. 31-36.

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1. Hicks, Warren B. and Tillin, Alma M., Developing Multi-Media Libraries. New York, Bowker, c1970.

   This is perhaps the most useful for the setting up of an audio visual center, covering not only selection, but also acquisitions procedures, cataloging, physical processing and storage, and includes examples of practical procedures.

2. Doskey, John and Rosenberg, Kenyon C., Media Equipment: A Guide and Dictionary. Littleton, CO, Libraries Unlimited, 1976.

   Most useful in explaining kinds of equipment and in providing numerous checklists for equipment evaluation.

3. Anglo-American Cataloging Rules, Chapter 12 Revised; Audiovisual Media and Special Instructional Materials. Chicago, American Library Association, 1975.

   Very useful for the cataloging of audio visuals. Includes several samples.

4. Tillin, Alma and Quinly, William J., Standards for Cataloging Nonprint Materials, 4th ed. Washington, Association for Educational Communications and Technology, c1976.

   Standard text. Most up-to-date.

5. Laird, Dugan, A-V Buyer's Guide; a User's Look at the Audio-Visual World, 2nd ed. Fairfax, VA, National Audio-Visual Association, Inc., c1974.

   Practical guide to the selection and maintenance of AV equipment.

LIBRARY RESOURCES FOR POPULATION INFORMATION EXCHANGE

Summary

The workshop discussion centered on three programs which in quite different ways attempt to disseminate population information. The first of these programs is a Teenage Parenting Project being planned by the Philadelphia Free Library. It was described by Mary Flournoy, Community Services for Young People, and Judith Harvey, Project Librarian, both of the Philadelphia Free Library. Under this program the library, in response to the ever-growing number of teenage pregnancies in the city of Philadelphia, is conducting a series of talks, rap sessions, discussion groups and films on issues of sexuality, birth control and problems of parenting. The public sessions are being led by social service experts, rather than librarians, but their instruction and guidance are backed up by a body of literature and audio-visual materials acquired by the library for the project. In addition information in the form of pamphlets and leaflets will be distributed free during these programs and throughout the library. Both the central facility and branch libraries will be involved in sponsoring programs. Although the need for making available this kind of information is not disputed, the proper role of the library in the process might be questioned by some. Nevertheless, the project is going forward and at the end, all acquired materials will become part of the permanent collection of the Free Library.

The second information exchange described was that of the Pan American Health Organization Library, a special library in the field of international health. Reference Librarian Maria Teresa Astroza, a native of Chile, outlined the mission of the PAHO as part of the United Nations system in attempting to disseminate information about health conditions and population realities in countries in the Western Hemisphere. She described plans to automate their holdings of PAHO and World Health Organization publications.

The third presentation focused on the Physical Quality of Life Index (PQLI) developed at the Overseas Development Council in Washington, D. C. This index, explained Sally Brandel of the Overseas Development Council, is a non-economic measure that summarizes several aspects of well-being. It combines three indicators--infant mortality, life expectancy at age one, and literacy--into a single composite index. She then went on to explain both how the index is computed and what its several advantages are as a development indicator. The Overseas Development Council through its publications and public information programs has found the PQLI a useful companion gauge to the economic indicator of GNP. It is felt that the PQLI takes the human element into account in discussions of economic development.

APLIC-PAA PANEL: FUNCTIONS OF POPULATION LIBRARIES AND INFORMATION CENTERS

Martha A. Bargar, Organizer and Chairperson
U.S. Bureau of the Census

Richard Hankinson, Organizer
Population Index

Edward P. Hutchinson
University of Pennsylvania

Ruth Sandor
University of Wisconsin

Helen Kolbe
Johns Hopkins University

Everett S. Lee
Anne S. Lee
University of Georgia

WHAT I WANT FROM MY POPULATION LIBRARY: THE POINT OF VIEW OF THE USER

Edward P. Hutchinson

This is a new experience for me: speaking as a demographer to librarians. I'm not sure I am entirely on your wave length, but I'll talk ahead anyway.

One of my uncertainties is as to the nature of your prior experience with demographers. I don't know whether that has been traumatic or rewarding to you, whether you look upon them as a source of help with your problems or whether they are problems--which sometimes can happen. Our situation here at University of Pennsylvania's Population Studies Center is a very happy one as regards our library and as regards our librarian. So I'm not aware of problems that may be found elsewhere.

Let me state my main thesis and my conclusion at the beginning: the demographer cannot expect everything that he wants or would hope for without making some contribution himself. The ideal situation is a two-way relationship between the customer-the demographer-and the demographic librarian. That's probably an old and shopworn platitude, but what I will do is focus on some of the demographer's needs and mention incidentally that the demographer's needs and mention incidentally that the demographer can be perhaps more use than nuisance.

I must also mention the Library of Congress experience which was very early in the administration of Archibald MacLeish who followed immediately on the footsteps of the venerable Mr. Putnam, who was the librarian's librarian. He had been the builder and developer of the Library of Congress over a long period of twenty years. He entered librarianship in 1899 when the building was very new, and he retired only in 1939 when Mr. MacLeish came in. That was a very hard act to follow. MacLeish surprised the community, I'm sure, for although his credentials were those of a poet--sometime a rather obscure poet--nevertheless, he had qualities and ideas of administration. One of his ideas was to set up a Library of Congress consultantship program with two purposes in mind. He felt that the Library of Congress was at some disadvantage vis-a-vis university libraries in that it did not have a faculty of specialists who could serve as interested consultants on the various collections of the library. So he instituted in his early budget funds for bringing four or five of us that first year. But he had a second purpose in mind. From his own observation and experience, he felt that it would be rewarding for selected scholars in certain fields to become well acquainted behind the scenes with the administration and working of a large library. It was to be a two-way sort of education, and we all profited from knowing something about how a library operates.

I would say that there were perhaps two things in particular I came away with: one is that a library, especially such a large library as L.C., is an enormous resource of materials and facilities for research. On the other hand, it is so large that the person just walking in the front door may be somewhat baffled and frustrated, struggling with the tremendous

catalog and the tremendous organization and any special divisions and so on. I would suggest that in order to make the fullest use of those facilities and to exploit its resources with a minimum of trouble, know a librarian. Don't waste your time working or struggling with a catalog and going through the routine and trying to call for things. Know someone in the library who has the "hands on" of the particular collection that you are interested in and who knows how things are flowing in. This can be extremely helpful. My experience is that such librarians often are people who don't meet the public very much back in the stacks. It is almost pathetically fateful for some outside person to come in and attempt to search on his own.

The second point that I came away with is that it is very helpful to have a stack permit, so you can roam around and see what is on the shelves. I do not know how librarians feel about strangers wandering around and perhaps mishelving things, but from my point of view it is a tremendous privilege. You really find things you might never find through the card catalog.

The Library of Congress has certain hazards like the octagonal arrangement of the galleries; one does get disoriented sometimes; things can get lost. I'm sure books have gotten lost, but I don't know that any scholars have gotten lost in the stacks at the Library.

For my remarks today, I have prepared a somewhat less comparative sort of title: the viewpoint of a library user. That seems to be somewhat more diplomatic than "What I Want..." As a text for my remarks it occurred to me that I could take a line from an old musical comedy which must be at least sixty years old. I cannot remember the name of the show or anything about it, except that there was one character who was the tyrant of the household. He sat at the table and pounded it and sang a song with the line: "I want what I want when I want it." And that could be a customer's approach to a library. I hope not the demographer's. But it does have two points I want to touch on: "what I want" and "when I want it." I'll talk more particularly about the first of these and only very briefly about "when I want it."

Now the "what": I don't feel it possible to generalize about what you want, what the demographer wants in his library. For one thing it depends on the functions of the libraries, of the relative weighting of the different functions. Is the function that of reference? Is it an aid to a teaching program, or is it resources for scholarly research? Those are quite different functions, and the composition of the collections would be affected by the relative weight of these functions. Secondly, of course, it would depend on the distribution by specialization of your customers or your demographers who are going to use the library. Demographers really range all over the board in the great barrage of subjects with which they deal--a sort of octopus which reaches out in a lot of different directions. Some of those directions really lead us outside the range of what could reasonably be expected to be included in a population library's collection. I can illustrate that with two specialties of mine at one time or another. One is the history of population thought; that is practically all pre-demography. Formal demography is a fairly recent discipline, but the history of population thought goes way back. So you have to find it in

libraries with collections of old materials. You have to find it in formal fields of economics, of political science, of government, of social philosophy, and a great range of things. Actually you can find a few large libraries in this country with good collections: the Library of Congress, New York Public Library, the University of California at Berkeley all have collections of old materials. But for some things you really have to go to foreign libraries. You have to go abroad to find the old records and documents which may not exist in any complete collection in this country.

Again a more recent specialty of mine has been the subject of immigration and immigration policy. There, a lot of the material that I want is in the law library rather than in a population library. It is not reasonable to expect the ordinary working population library to have collections of Congressional Record, committee hearings, presidential papers and things of that sort.

I will run very quickly through classes of material that would be wanted by demographers; most of these need very little explanation. First, there are United States governmental materials. The bread-and-butter collections of a population library are the records of the Census Bureau, the NOVS [National Office of Vital Statistics, predecessor of the National Center for Health Statistics] and, of course, the United Nations publications. But there are also other agencies around Washington, governmental agencies that have material of demographic interest in a specialized sort of way. These would include the Immigration and Naturalization Service, which I judge to be a problem to librarians to follow; the Labor Department; State Department visa lists and so on.

The real problem is with the non-copyright, non-serial, non-G.P.O. material which, I can say from experience, is a little difficult to get on the trail of and to acquire. The difficulty is compounded in that much of this material is what you would call ephemeral. If you don't get it when it just comes out, you don't get it at all. Unless a publication is available from the G.P.O., you may not so readily pick it up. Another example of a very important type of publication which I have here in paperbound multilithed form is entitled Manpower and Immigration Policies in the United States, a report of the National Commission for Manpower Policies. I have here also another report issued by the U.S. Department of Labor's Employment and Training Administration entitled Seven Years Later: Experiences of the 1970 Cohort of Immigrants in the United States Labor Market, by David North. This is the sort of publication that is rather ephemeral. Here is another extremely important report issued in ring binder entitled Preliminary Report: Domestic Council, Committee on Legal Aliens, dated December 1976. This was a committee made up of representatives of several agencies in Washington. It is a very thoughtful report, but again, I'm afraid it falls out of the reasonable path for collection.

There is further the matter of collecting state and local materials: vital statistics, reports for states, larger cities, etc. Foreign government publications present the difficult question of what countries to specialize in. You probably cannot collect them all, unless you have the University of Texas kind of coverage. But that depends very much on the composition of your student body of the school. Here at the Uni-

versity of Pennsylvania we recently had a number of students from West Africa; therefore we really had to look more carefully at our collection of West African materials.

Finally, there is the so-called literature, non-governmental materials, and that is vast and it is worldwide. We are very fortunate in having the Population Index which is really a wonderful survey of material from all around the world. It is an invaluable service.

There is the question of how promptly these materials get in the library, but I haven't time to talk about that. I would rather leave that to others.

Ruth Sandor Edward Hutchinson

Richard Hankinson Helen Kolbe

WHAT I WANT FROM THE USER OF POPULATION/FAMILY PLANNING LIBRARY/INFORMATION CENTERS

Ruth G. Sandor

Abstract

The rationale for the existence of library/information centers in the field of population/demography/family planning is quite simple. There exists a large body of data, methodology and results of research that must be organized and stored in such a way as to make their location and retrieval possible when a user needs a specific item. Achieveing this result is a very complex process that requires the involvement of the user on several levels and at every step of the way. It is largely the responsibility of the user to assure the existence of an adequate information retrieval system that will be capable of meeting the demands that the users themselves place on it. There are several practical strategies that users can employ to achieve the optimal meeting of their information needs.

* * *

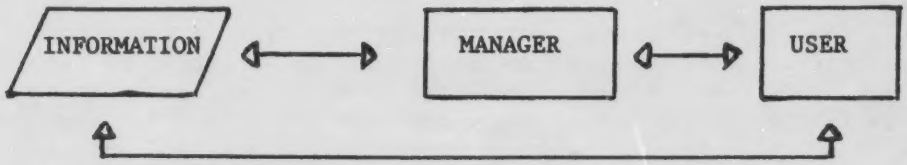
When Martha Bargar first asked me if I'd be willing to undertake this presentation, she made it quite clear that what was expected was a paper on how I've achieved the cooperation of my library users at the Center for Demography. I'm not going to do quite that: for several reasons. One is that I haven't achieved a level of user cooperation at Wisconsin to which I care to point with pride. At best, we're getting there; as in any human endeavor, the ideal is a long way off and perhaps impossible. I will talk later about some techniques for gaining user cooperation and input that have proved valuable, but telling "how we do it good here" has never seemed to me to be enough of a basis for a supposedly professional paper or presentation.

Instead, I would like to speak as an information specialist, manager, librarian: whatever you may wish to call someone whose profession involves the acquisition, classification, storage, and retrieval or location on demand of information. As an information specialist, my concern is not so much tied to the specific example of a particular institution, but to the general, larger model of an information system, which may be illustrated by a very large institution or by a very small physical unit. The principles of information management can be applied at any level, and the primary importance to the system of user involvement, input, and demands are the same whether we are talking about a research center with a relatively small but internally focused collection or a large bureaucracy such as the U.S. Bureau of the Census.

The rationale for the existence of library/information centers in the field of population/demography/family planning is quite simple.

There exists a large body of data, methodology and results of research that must be organized and stored in such a way as to make their location and retrieval possible when a user needs a specific item. At this point I could catalog the horrendous size and complexity of the information available. Demography reaches like an octopus into the disciplines of the biological and social sciences, making it difficult to establish exact limitations. Technology has led us into a world where the "bits" of data available on Machine Readable Data Files are probably beyond human comprehension, and certainly beyond human manipulation. How do the mountains of contraceptive and fertility research get filtered and sorted out and passed on to the field worker or practitioner? I think that all of us are only too well aware by this time of the actual physical mass of information with which we must deal.

Consider for a moment an extremely simplified diagram of the interaction between information, the manager of it, and the user.



Each of the components interacts with the other two. Achieving the location and retrieval of a specific item of information needed by a user is a very complex process that requires the involvement of the user on several levels and at every step of the way. I submit that it is largely the responsibility of the user to assure the existence of an adequate information retrieval system that will be capable of meeting the demands that the users themselves place on it.

Over the years since its inception, the annual meetings of APLIC have been frequently addressed by demographers who have told us what they would like to have, or see as the future of population information systems. One of those speakers was Everett Lee[1]; another Hal Winsborough[2] from my own Center. This kind of thinking, with both a broad view of future needs and very specific challenges to meet goals, is needed from the user community. More, however, than defining needs and priorities must come from the user. This same group must possess the willingness to provide funding, or to push for funding from other sources.

It was not the recognition by the population information specialists that a unified, world-wide system of population information dissemination was desirable that caused any serious consideration of this possibility, but the World Population Year Plan of Action, adopted by the delegates at Bucharest that recognized the need for communication of population information. Using the Plan of Action as a basis, the United Nations Population Commission and the Population Division first held a meeting in Mexico, then set up and funded a Task Force to look into the feasibility of such a system.[3] Work is still continuing on the question; perhaps nothing will come of it after all; but even this much would

never have been done without the clearly expressed demands of those who need population information and who were not satisfied with what they were getting.

If we are to have a free flow of information in the fields of population/family planning, there is a great need for the translation of research results from English to other languages, and from other languages to English. This is a very expensive proposition; while information specialists might be able to request funds to do it, the granting of such requests depends on the convincing evidence that the users of such translated works want, need, and demand that it be done.

Turning from the more cosmic questions, examine now the realities of information delivery at the local level; how can users affect the quality of service available where they work? You can affect it both positively and negatively; being an optimist I will address the positive strategies; the negative ones are generally sins of omission anyway.

In the beginning, either an individual or a group makes a decision that they wish to provide themselves with a library/information center/ data center or whatever. Their comprehension of the situation and commitment to filling of needs will have long-term consequences. They must clearly define the scope of their needs: who is to be served and what sort of service is wanted. Will the Information Center be a separate division, under Publications, or under the Director, as an administrative function? This kind of explicit thinking, the making of policy decision in the beginning, the insight to plan long-term directions, vitally affects the meeting of user needs. If you do not make these decisions, someone else will, on an ad hoc basis, and you may not, when you want them, find the County-City Data Books on the shelf or the desired MRDF in the data center.

After the setting of priorities, the user must face the question of the practical tools and systems (and people) needed to implement the goals. Decision on who is to be served and what sort of service you want can mean very different staffing needs and very different costs. At this point levels of funding are set; and you will, by and large, get what you pay for. Librarians are wizards at producing, despite inadequate staff, low budget levels or paucity of resources, but can do much better for you when not at starvation level. If any of you are in a situation where you do not need, or cannot afford, a full-time professional, consider a professional who will work half-time or less, rather than a few hour to a graduate student or having a secretary maintain your collection as one more duty. That is counter-productive to your needs, and it is probably easier than you think to find a part-time professional.

While it is not the purpose of this paper to give a short course in the mechanics of information management, I would like to remind the user--you--that good service is the product of much "invisible," behind-the-scenes work. From selection, through actual acquisitions, cataloging and classification of materials, processing, physical arrangement, circulation control and inventory the user is not aware of numbers of hours involved and costs. Yet if any of these steps in the work flow are

neglected, skimped on or sloppily done, the end product, your ability to request something and get it quickly, is not satisfactory. Or at least not as complete or fast as it could be.

In the areas of materials selection and acquisitions the user can have a great deal of influence. In a specialized working collection focused on the needs of a select group of users the choice of materials is crucial. Purchases must be made judiciously within the constraints of the budget, and any librarian or data manager will welcome suggestions for purchase. While it is easy enough to automatically purchase all books in a certain series, or from certain institutions, or with certain authors, it is, for instance, far more difficult to know, without subject specialization, what to buy of all the methodological and statistical volumes that appear every year. Staff members at an institution may receive more flyer announcements of new publications than does the library; specialists are often aware of forthcoming books through their contacts in the field. Moreover, when doing professional reading in journals, relevant reviews and lists of new publications will come to your attention. While all librarians have favorite review sources, it is impossible to cover every journal's review column.

If you are looking for something you'd reasonably assume the library to have, don't just wander away when you don't locate it: ask. While it may be difficult to acquire out-of-print titles, suggestions for the purchase of classic works in a field or for the strengthening of an area are really needed.

Most working collections have a large and important component of unpublished (in the usual sense) materials. Manuscripts of papers delivered at annual meetings, reports and studies put out by your institution or others that often do not appear in the bibliographic tools or for which purchasing information is unavailable, dissertations, and other such things are difficult to acquire and handle, but essential, for the information they contain is often unavailable elsewhere. This is an area where you as a subject specialist with peer contacts can be very helpful, ultimately to your own benefit. Much of what I mean here may be found piled up in your own office; consider adding it to your shared resource!

If you do not have a specialized information center, you are usually in an institutional setting with a large, campus-wide library service. Here too the willingness to recommend purchases can result in a much stronger collection in your particular field. At the University of Wisconsin-Madison, the Memorial Library has a large budget for acquisitions, subdivided by disciplines, with a bibliographer responsible for purchases in all the social sciences. This money, lumped together under social science, covers purchases in all the fields: anthropology, economics, sociology, etc. Those professors or departments who request titles will generally get them; some general purchases will be made with the funds that are left. Those who have not requested specific works should not be surprised if they do not exist on our campus.

Something that is often overlooked in acquisitions is the importance of an awareness on the part of your librarian/information specialist of the directions of future research: both the institutional directions and the areas of future concern to individual staff. Any staff member engaged in writing grant proposals, any researcher looking ahead to the next project, any faculty member who has been contacted by an incoming graduate student with specific research interests would do well to communicate that information to their librarian. Sometimes you may think we operate with crystal balls but it is an illusion.

Most library/information centers have institutionalized procedures for user participation; there may be forms on regular notices sent out to elicit purchase suggestions, there may be a library committee or advisor, there may be occasional forums or seminars or brownbag discussions, or perhaps a library bulletin. If you have these mechanisms, use them! If you do not have them, ask why not!

This brings me to a point that I want to make very strongly, even at the risk of the wrath of some of my own colleagues. If you, the user, think the service you are getting could be improved, try to do something about it; hopefully, something constructive. Speak up; ask why things are done or not done in a certain way. Perhaps you have had in the past, at another institution, what you considered really good information retrieval. Try to analyze what made the difference; explore it together with your librarian; be specific about what results you'd like to have, and suggest ways to implement them if you know of any.

Does it bother you that while there may be a due date on loan items, no one ever seems to conform to it, the library indeed cannot identify charges by date due, nor produce lists by user of everything charged out to an individual? It should, because while something is out for years to one user, it still appears in the catalog as a holding of the shared resource, the library, but is literally unavailable to you. While it is out it may be loaned informally from one person to another until no one knows where it is, and when someone leaves, it may, inadvertently of course, leave also. When you want Ryder and Westoff, Reproduction in the U. S: 1965 and although the library owns three copies, all are out, and they say they'll try to get one for you yet several days later still have not produced it, you can bet there is something wrong with the system. I am not saying that every book should be in and on the shelf, but that it should be accounted for and possible to locate. Perhaps the library can correct this by instituting a new circulation system that identifies items by due date and borrower; but maybe that system costs more than the current budget can carry. Who controls the budget? You. Perhaps just some overdue policies with teeth in them are what's needed. Who must approve these policies to be applied to your peers? You.

A great deal more interaction between user and information manager is needed. There should be systematic and continuous user feedback; you should be sought out by the staff, and you should seek them out also. Take a few minutes for informal talks. Ask how things are going; explore the concerns of the librarian/information manager. There are

many that never reach the formal memo stage. Feel free to make suggestions. Often the staff cannot see the forest for the trees; they are too caught up in housekeeping details, a perennial problem in information delivery. In my own research collection, the production of an acquisition list for internal use and the designation of some items as non-circulating reference/reserve materials were each undertaken at the urging of a faculty member. Both have increased the accessibility of the collection and benefited the users, and both might have been done someday, but it helped a lot to be prodded and reminded.

As a user, you should familiarize yourself with the effects of the technological revolution on information delivery systems. There are several large, nationally available bibliographic data bases in the social sciences that can reduce the time required for literature searches from days or weeks to minutes. You can at least be aware of their existence and availability in your geographical location, and if they are not readily available to you, consider getting them in your institution. The Machine Readable Data Files should not be ignored or separated out like some exotic species; they are after all, only information in a new format, and deserve at the very least entries in the catalog. Now there is a new innovation on the horizon: numeric data files available nationwide, on-line, accessed in the same way as the large bibliographic retrieval sets.[4]

Lastly, do encourage group or network membership for the library/information center as an entity and for the librarian as a professional. The contacts thus made will reap many benefits for you, the user.

I cannot close, despite what I said in the beginning, without a word of praise for the faculty, students and staff at Wisconsin. The faculty had the foresight and the drive to provide for themselves, and for the staff and students, support services that they needed and wanted. They made it possible, they continue to work to make it better, they place demands on the services, and they appreciate what they get in return. True, the students live in a sort of Nirvana (according to our data librarian) and often do not recognize what they have till they leave and lose it. Then she and I go through a sort of a weaning process, conducted by long-distance telephone, till finally they realize that we cannot do this forever out of fondness and sympathy. And then they set about making user demands on their new institutions, and trying to achieve that elusive but attainable end result of good information retrieval services.

The bottom line is that the users must consider the information services they receive to be essential. Thinking in cliches, I say to you, "The squeaking wheel gets the grease," and "You get out of anything what you put into it." Everett Lee, in his 1971 address put it more elegantly, "The work of the population librarian, particularly in view of the technological changes that face us is so important that the demographer cannot afford to refuse his full cooperation."[5]

There is always room for improvement in this game, and that is what makes it a challenge.

FOOTNOTES

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SPECIAL REFERENCE TOOLS FOR POPULATION INFORMATION AVAILABLE TO YOU AND YOUR LIBRARIAN BEYOND THE TRADITIONAL LIBRARY RESOURCES

Helen K. Kolbe and Richard Hankinson

A recent issue of the British Library Research and Development Newsletter suggested that "an 'agony column' could be a useful forum in which to air users' problems and to suggest how they might be tackled".[1] Such a column in an APLIC or PAA publication might be welcomed by users, or would-be users, of population information who find that access to the cross-disciplinary literature and growing amounts of data is still not as easy as one might hope even though there have been remarkable advances in the development of special tools and the application of technology to the transfer of population information.

One of the problems in dealing with demographic information is the almost equal importance of bibliographic references and data files.[2] Everett Lee has aptly described demography as "a link between the biological and the social sciences"[3] and therein lies another facet of the problem of access to and retrieval of population information. Information services in the biological sciences are highly developed with computerized bibliographic access and active networks for resource sharing. Dr. Martin Cummings, Director of the National Library of Medicine, says of biomedical librarians, "we have the information ourselves, or we know where to borrow it".[4] Information services in the social sciences are developing rapidly but have not yet reached the same state of comprehensiveness or sophistication. To gain adequate access to the information resources of population one must tap the resources of both areas of science. The forthcoming POPLINE data base will be a major amalgamation of biomedical and social science information and should ease the burden of searching by providing single-sources access to a very large body of international population information.

The importance of access to information is more than a matter of academic interest, more than a professional pursuit of population librarians and information specialists, more than a convenience for demographers. To quote Lewis Branscomb, "To place the information resource in perspective consider food and energy, which are of course basic resources of mankind; we need to know how available they are but that is not enough, we also need the wisdom to manage their distribution. That takes information - the kind of information that does not simply end up with the count of the starving, but that provides the immediate logistics as well as the models and concepts for bringing about distribution promptly, equitable, and efficiently".[5] He describes information as the "ultimate frontier" and calls attention to the differences between food, energy, and information. Food and energy are in short supply while information is in surplus. According to Branscomb, "The question in information is, how do you handle a situation of plenty? What is even more difficult, since so many individuals are information-poor, how do you use the surplus of information in society to overcome the scarcity of information available to individuals?"[6] This observation is particularly appropriate for family planning information because the information-poor individuals are the true end users--couples

of reproductive age--and the majority are among society's poorest and hardest to reach. The lack of basic family planning information deprives them of the right to decide the number and spacing of their children and contributes to their inability to break the cycle of poverty and improve their life situations.

The unique problems of population information as compared with other subject areas are the cross-disciplinary nature of the field and the almost equal importance of data files and bibliographic resources. The more common problems are identifying the information and retrieving it. These problems have by no means gone unnoticed. A review of the APLIC proceedings for the past ten years shows an enormous amount of attention devoted to developing special tools to access population information; to identifying, selecting, and disseminating information about the information sources that are not core to population but contain relevant information; to analyzing better ways of coordinating and using existing information resources; and to defining gaps that still exist in information resources particularly in relation to data files. A bibliography is included with the printed version of this paper that brings together the numerous papers that address the issues of population information transfer, information resources and information gaps.

The articles span the last ten years and cover the needs identified by demographers and librarians for special reference tools and services: bibliographies, indexes, abstracts, computerized data bases, and networks for resources sharing. They also describe accomplishments in the development of many new tools and services which have greatly increased the demographer's and the librarian's ability to identify and retrieve population and family planning information. It is not the purpose of this paper to summarize all that has been said about information needs and information resources but rather to concentrate on some new, and a few older but less well-known, resources.

Directories:

National Population Censuses, 1945-1976: Some Holding Libraries, compiled by Doreen S. Goyer. (APLIC Special Publication No. 1) 1979.

One obstacle to the use of population censuses of other countries is the lack of knowing where to find a copy. The purpose of thie publication is to share information on the location of census publications in North America, especially the United States. The present publication is a result of a questionnaire about foreign population census holdings sent to 125 U.S. libraries and research centers in January 1978 as part of a project undertaken to update the International Population Census Bibliography (Texas Bibliography). There were 53 responses and they revealed substantially more libraries with foreign census collections than five years ago: many due to the microform publication programs now available, and many due to user interest demanding the acquisition of census. Each country is listed alphabetically by the most current, commonly-used, English language version of its name. The key to holding libraries with their addresses and telephone numbers follows the listing. The compiler notes two limitations: 1) the list is not a true union list; there probably are more U.S. libraries with foreign census holdings than the ones contacted, 2) the citation of a location does not guarantee that the holder has all the publications belonging to one set.

Tools for Population Reference Information: Indexing and Abstracting Services, by Patricia E. Shipman and Carann Turner. (APLIC Special Publication No. 2) 1979.

The publication reviews some of the major printed and computerized indexing and abstracting services which currently exist for the population field, both those specific to the field and those with wider subject coverage. Population bibliographies such as Population Index and Population Sciences, and computerized systems for population such as POPINFORM and the PopScan Service, are evaluated on the basis of subject coverage, ease of use, cost and other pertinent features. Other relevant social sciences data bases are also covered.

Guide to Population/Family Planning Information Sources, edited by Judith Wilkinson. (APLIC Special Publication No. 3) 1979.

This guide is a revision and update by the New York Regional Chapter of APLIC of an earlier Planned Parenthood Federation of America publication. The bibliographic references are primarily U.S. oriented but include selected publications of international organizations. The citations are organized into sections by bibliographies, indexes, periodicals, guides and handbooks, directories and annuals, dictionaries and thesauri, with a final section on census/statistics publications. Publishers' addresses are included.

Population: An International Directory of Organizations and Information Resources, edited by Thaddeus C. Trzyna. Claremont, California, Public Affairs Clearinghouse, 1976.

This directory is not a "new" publication, but is perhaps less well-known than some of the other specialized directories published by organizations directly involved in population activities such as the Carolina Population Center's International Directory of Population Information and Library Resources. The Public Affairs Clearinghouse edits and publishes reference works on national and world problems and state affairs in the United States. The Clearinghouse is a program of the Center for California Public Affairs which is primarily concerned with the character, public problems and future development of California. Thus the directory is a specialized population publication by non-specialists in population but the information was collected from organizations listed and from secondary sources including publications of limited distribution, unpublished material, or documents of U.S. or U.N. agencies. The directory is divided into six main parts: Part 1, User's Guide to Who's Doing What; Part 2, Intergovernmental Organizations; Part 3, International Non-Governmental Organizations; Part 4, United States Organizations; Part 5, Canadian Organizations; Part 6, Organizations of Other Coutries. There is a bibliography of other directories and information sources. Indexes cover acronyms and initialisms, organizations and subjects.

Directory of Population Research and Study Centers in the U.S.A., 2nd edition, New York, Planned Parenthood Federation of America. In preparation.

A revision of the 1972-73 directory, the publication lists U.S. universities, private agencies and government agencies which offer research and study programs in demography, family planning and reproductive biology. The questionnaire on which the revision will be based was distributed recently and the publication will be released in 1979.

Directory of On-line Information Resources, 3rd edition. Washington, D.C., CSG (Capital Systems Group) Press, 1979.

This directory was compiled to provide a compact, easy-to-use guide to the ever-increasing number of on-line data bases supplied by vendors and covering a large variety of subject areas. The directory lists files which contain bibliographic data, statistics, codes, names, patents, grant information and other non-bibliographic data. Some of these data can not only be retrieved but can also be manipulated into a variety of report formats by the on-line user. Some files offer an "electronic maildrop" feature which makes it possible to order documents on-line. The entries are limited to files which are publicly available from the user's own terminal or from a publicaly accessible terminal in a library. Desciptions of each data base include scope, source, coverage, file size, unit record and supplier. Vendors' addresses and telephone numbers are included as well as price ranges for the two largest suppliers, Lockheed and SDC. Following the list of data bases are a subject index and an index of data bases by supplier.

Library Catalogs:

Library catalogs that are reproduced and sold to the general public offer the user the convenience of browsing or searching a library's holdings from remote locations. For example, one does not have to go to Chapel Hill, N.C. or Suitland, Md., to look throught the catalog of the library of the Carolina Population Center or the library of the U.S. Census Bureau. Both catalogs have been reproduced--one in microform and one in printed form--and are available for purchase.

CPC Microcatalog, Chapel Hill, N.C., Carolina Population Center.

The entire catalog of the Library of the Carolina Population Center at the University of North Carolina in Chapel Hill is computer-stored and reproduced on microfiche. It is available for purchase on an annual basis. To date it contains approximately 45,000 citations with entries under names, titles, series, subjects, geographical areas, and keywords-in-context. Subject coverage is strong in the socioeconomic aspects of demography, population and family planning. The collection includes a significant amount of unpublished and fugitive literature.

Catalogs of the Bureau of the Census Library, Washington, D.C. In 20 vols., Boston, G.K. Hall, 1976.

These volumes contain approximately 323,000 citations reproduced from the catalog cards of the Bureau of the Census Library. The main catalog is in dictionary style and covers the general, the U.S. census, and the foreign and international collections. Separate catalogs contain the entries for the computer science-micrographics collection and the state and local government collection.

Catalog of the Population Council Library, Boston, G.K. Hall, 1979.

Another major new reference tool will be provided by the publication of the Catalog of the Population Council Library, listing holdings through May 1979. This covers some 11,000 books, documents, theses, and unpublished material. It will be available for shipment in September from G.K. Hall. The price before July 31st is $150 in the U.S. and $165 outside; after July 31st, $190 and $209 respectively.

Commercially Available Data Bases that Include Population Information

Major data bases in other fields that contain population-related information are extensively covered in APLIC Special Publication No. 2. There is a vast array of on-line data and two additional ones which have proven to be productive in searching for population-related information are noted here.

Conference Papers Index

A search of the data base in April 1979 produced 2737 citations to population or demography and 196 citations to family planning or birth control covering the years 1973 to date. Conference Papers Index lists approximately 1,000 scientific and technical meetings held

worldwide each year and the 100,000 papers presented at them. The data base, prepared by Data Courier, Inc., covers the years 1975 to date, and currently contains approximately 500,000 records. The basic record is a bibliographic citation. The data base is available from Bibliographic Retrieval Services, Inc., Lockheed Information Systems and SDC Search Service.

Labordoc

An April 1979 search of the data base produced 194 citations to family planning covering the years 1965-1978. Labordoc contains citations from the International Labour Organization's major publications, books, selected articles, conference reports, and technical documents. Subject coverage is industrial relations, economic and social development, management, occupational safety, labor mobility, vocational training, and other related fields in industry. The data base covers the years 1965 to present and currently contains approximately 91,000 records. The basic record is a bibliographic citation. The data base is available from SDC Search Services. Addresses and telephone numbers for data base vendors can be found in the Directory of On-Line Information Resources.

New Data Bases:

PAHODOC is an on-line data base under development by the Pan American Health Organization. Designed and implemented by Dr. Carlos Gamboa, the data base will cover documents of the Pan American Health Organization including short-term consultants' reports, resolutions, and other official documents of PAHO. Subject scope will be all the broad areas of concern to PAHO which include population and family planning. Products will be computer-generated lists (book catalogs) arranged by subject, title, report number, broad categories, author , and an on-line search service using PAHO's in-house computer facilities. The data base is backed up with a hard copy document service. The date of the availability of on-line service has not yet been determined but is expected to be some time in 1979. PAHODOC should prove to be a useful source of information to a body of "fugitive" literature heretofore difficult to identify and acquire. A complete description of the PAHODOC data base was presented during an APLIC session yesterday.

State and Regional Data Archives (SRDA) is a new data resource being compiled at the University of New Hampshire by Dr. Murray Strauss. The impetus for creating such a file is the vast amount of data available on a state by state basis, used so far primarily by political scientists, demographers and economists, which is a rich unexploited potential for social science research. Part of the reason why states have rarely been used as units of analysis is that the data are scattered over many sources. Social scientists are often not aware of its potential and even those who recognize the potential frequently do not know the full range of variables. The also do not have convenient access to this data. Therefore, the Family Research Laboratory of the University of New Hampshire is beginning to compile a truly comprehensive archive of

data on American states and regions. The data files will be used for in-house research and will also be made available to other researchers. Sources of data for the files are 1) published lists of state by state data (examples, Statistical Abstracts of the United States, the U.S. Census), 2) aggregated survey data, 3) compilations from documents (example, Who's Who in America gives the state of birth; it is possible to obtain a measure of the extent to which each state has contributed eminent persons by tallying the number of eminent Americans born in each state and dividing that by the population of the state), 4) indexes from other variables (example, a measure of the "socioeconomic status" of each state's population could be made up by combining the median income, education, and occupational prestige values for each state). The initial archive will consist of data given for 50 states (or the 50 states and the Distric of Columbia) in several multitopic compendia (example, Book of the States, 1978-79), specific topic printed sources (example, Handbook of Labor Statistics), and aggregated survey data (example, "Physical Violence in American Families", a survey conducted for Murray S. Strauss by Response Analysis Corp.). Information about additional sources will be gratefully received by the compilers. Further information about content and access to the State and Regional Data Archive can be obtained from:

Dr. Murray A. Strauss
Director, Family Research
Laboratory
University of New Hampshire
Horton Social Science Building
Durham, New Hampshire 03824

The PopScan service, an off-line computerized search service offered by the Library of the Carolina Population Center, will become available on-line through Lockheed Information Systems in the Fall of 1979 under the title of Population Bibliography. The scheduled cost is $55 per on-line connect hour with a charge of 10¢ per record printed off-line. A document delivery service is offered as a back-up to the search service. A complete description of the scope and coverage of the data base is found in APLIC Special Publication No. 2 which was described earlier.

POPLINE is an on-line bibliographic data base expected to activated in the Summer or Fall of 1979 at the National Library of Medicine (NLM). It is a cooperative effort being negotiated by NLM with the Center for Population Research, NICHD and the Office of Population, USAID to add to the NLM information systems a comprehensive file consisting of POPINFORM, Population Index, Population Sciences: Index of Biomedical Research, and MEDLINE profile. POPINFORM is an interactive computerized network presently being maintained by the Population Information Program of the Johns Hopkins University and the Center for Population and Family Health at Columbia University. The technical considerations of file format and structure and the accommodation of the three principal thesauri used in these data bases are essentially resolved so that POPINFORM, Population Sciences and the MEDLINE profile can be merged in a relatively short time. The Population Index is currently converting the citations, subject and geographical coding from the

printed Index into a machine readable file with the expectation that citations for 1975, 1976 and 1977 will be completed by June 1979. The completion of the 1978 entries will follow soon afterwards. The next phase of the work will focus on the most current citations and then pick up the retrospective entries. Incorporation into POPLINE is anticipated in late 1979 or early 1980. POPLINE will contain citations and abstracts to a variety of material including journal articles monographs, technical reports, and unpublished literature. As a result of combining four existing resources having broad international coverage in the various aspects of population, the file will cover a major portion of the worldwide literature in population including basic research in reproductive biology, applied research in contraceptive technology, family planning, and demography. For example, MEDLINE and Population Science references come from 3,000 journals published in the U.S. and 70 other countries and also include a limited number of chapters and articles from selected monographs. POPINFORM references come from more that 300 primary journal sources, monographs, an international "network" of readers of Population Reports (published by the Population Information Program) and users of POPINFORM who provide documents for the data base and a large number of secondary sources such as indexing and abstracting services, both printed and computerized, library acquisitions lists, and other bibliographic publications. An analysis of Population Index sources is covered in a later section of this paper. Other organizations that have created important population and family planning bibliographic resources have expressed interest in including their data bases in POPLINE in the future. This kind of expansion is possible because of the nature of the POPLINE file format and structure and the sophisticated computer capabilities of NLM. Within the context of POPIN, which is discussed in a later section, it is hoped that the availability of POPLINE will contribute to international resource sharing and to strengthening mutually beneficial cooperative relationships with emerging population information resources in other regions of the world.

Abstracts and Indexes:

The traditional abstract and indexing service in the field of demography is Population Index, which must be well-known to this audience. The relevant information on recent developments and future plans of the Index is covered elsewhere in this paper or in the papers listed in the attached bibliography and need not be repeated here. Instead, I would like to report briefly on an analysis of the citations included in Population Index over the three-year period 1976-1978, which was recently undertaken. The purpose of this analysis was to try and identify the most common sources of original citations over this period. If it can be assumed that Population Index is doing its job properly and citing most of the items that demographers want to know about, then such a analysis should give researchers a useful indication of which secondary sources are of the most interest to demographers, and an indication of which institutions are acquiring a substantial amount of new or original materials. However, it must be kept in mind that this analysis is rough and only provides approximate indications since it excludes all materials coming directly to Population Index or the Office of

Population Research, and takes no account of items that have been identified. from one source that may well in due course appear in many if not all others. For the sake of clarity, the analysis groups the relevant secondary sources into several broad categories.

1. International Agencies

There are three intergovernmental agencies that provide information on major sources of new items. They are the International Labor Office in Geneva (176 items), the World Bank in Washington (169 items), and the U.N. Dag Hammarskjold Library in New York (129 items), (which includes the acquisitions of the UN Statistical Office). The only regional unit of the United Nations that has yielded a substantive input is ESCAP's clearinghouse in population in Bangkok (53 items). The recent contribution of CELADE in Santiago and RIPS in Accra will be dealt with later in this paper. Around 61% of Population Index citations came from international agency sources in 1976-1978.

2. National Agencies

Because Population Index is physically based in the United States, US government contributions form a major source of new materials. By far the largest is the Library of Congress and its regional acquisitions programs (no exact figures available, but in the region of 550), and the National Library of Medicine (472 items). The Census Bureau in Washington also is a useful, if small, source (55 items). Outside the U.S., France's Institut National d' Etudes Demographiques (INED) is a major source (72 items for 1977-78 only), followed by the Deutsche Gesellschaft fur Bevolkerungswissenschaft in Weisbaden (47 items). The official lists of government publications of the United Kingdom (21), Canada (36), and Australia (26) are also useful, and mainly cover the official publications of those countries. For the developing countries, most items are either sent directly to Princeton, or picked up indirectly from secondary sources, although the International Institute for Population Studies in Bombay is an increasingly useful source for new items (29 items 1977-78). Around 12% of Index citations came from national agency sources which include 4.7% for Index Medicus and 5.8% for Library of Congress.

3. Non-Profit Making Institutions and Universities

In this group, the Population Council (280 items) is the major source of new material. The International Planned Parenthood Federation in London (61 items) and the International Development Research Centre, Ottawa (63 items) are also useful. Amongst the university population centers (excluding the Office of Population Research at Princeton), the major sources are the East-West Population Institute (137 items), the Center for Population and Family Health at Columbia University (33 items), the Population Research Center at the University of Texas (25 items), and Harvard's Center for Population Studies (10 items). Again, it

must be stressed that these figures represent only the fact that the staff of Population Index found the first reference to a new item in the library acquisitions lists of those institutions. 6.5% of Index citations came from institutional and university sources, of which 2.8% were from the Population Council alone.

4. Commercial Abstracting and Indexing Services

The most common source of new materials we found to be the abstracting service Geo Abstracts D: Social and Historical Geography, which gave us 215 new items, many of which were concerned with Europe. Its sister publication, Geo Abstracts C: Economic Geography yielded a further 44 items. The well-known Current Contents: Social and Behavioral Sciences yielded 196 new items for the two-year period 1977-1978 only. Biological Abstracts, with 195 new items was also of major importance to us. The Public Affairs Information Service at the New York Public Library provided 142 items throught its Bulletin and Foreign Language Index. Dissertation Abstracts (111 for 1977-1978) and Economics Working Papers (63 items) were obviously useful for theses and working papers from universities. Excerpta Medica: Section 17 Public Health, Social Medicine and Hygiene, and Section 22 Human Genetics yielded 165 ciatations between them, and the American Statistics Index Supplements 81 citations to U.S. government publications. Of lesser importance, but still useful, are Sociological Abstracts (79), the Journal of Economic Literature (61), Psychological Abstracts (38) and Current Geographical Publications (36). Of the overseas publications, the Bulletin Signaletique: Section 521: Sociologie, Ethnologie (79 items) and the International African Bibliography (44 items) put out by the School of Oriental and African Studies in London were valuable. Some 16% of Population Index citations come from these commercial sources.

5. Journals

This analysis excludes articles cited from journals. However, many journals include bibliographies, lists of books received, book review sections, and publishers' announcements, which can prove useful sources of new material. Of the 150 journals reviewed regularly during the preparation of Population Index, the following have proved the most prolific sources of new material: Population (Paris)--94 items; Demografie (Prague)--45 items; Journal of Gerontology (Washington)--34 items; Studi Emigrazione (Rome)--26 items; International Migration Review (Staten Island, N.Y.)--21 items; American Historical Review (Washington)--20 items; and the Asian and Pacific Census Forum (Honolulu)--19 items. About 3% of Index citations come from secondary information in journals of this kind.

The analysis shows that around 45% of the citations in Population Index come from the secondary sources listed above. The main contributers are the

secondary sources listed above. The main contribut rs are the commericial abstracting and indexing services which cover items from related fields such as geography, sociology, economics, and public affairs, as well as some items of demographic interest. The U.S. government agencies, particularly the Library of Congress and the National Library of Medicine, are also major contributors. The analysis also shows that the Index relies on a wide range of sources for citations, both within the U.S. and elsewhere, including intergovernmental, government, private, commercial, university, and many others, and that no one source of new material of demographic interest predominates. To complete the record, it should be mentioned in passing that of the remaining 55% of the items cited in Population Index, approximately 50% (5,000 items) are received directly by the University of Princeton Library system, including the Office of Population Research's Library, and about 5% (500 items) are new acquisitions received at the New York Public Library and seen there by the Editors of the Index in the course of regular weekly visits.

Regional Demographic Abstracting Services:

An important new development in population information services has b en the development of regional population abstracting services. This development is too recent for it to be included in the preceding analysis. One such service, the European Demographic Information Bulletin has been published from the Hague for several years, and provided 97 original citations for Population Index over the period 1976-1978. The new DOCPAL: Resumenes sobre Poblacion en America Latina, published by CELADE in Santiago, started publication twice a year in 1977. It is an annotated computer-generated Spanish-language abstracting journal focusing on Latin American population material. A search of the first three issues produced 45 original items for inclusion in Population Index, indicating that the development of such regional systems could provide an important new source of demographic items of interest to the population community as a whole. The first issue of PIDSA Abstracts has also been published by the UN Regional Institute for Population Studies in Accra. This is a similar publication to the CELADE publication described above, but produced manually rather than by computer. Analysis of this first issue yielded 3 new items for Population Index, but it is still much too early to see how far this new venture can locate and disseminate information on new demographic publications from Africa that would be of general interest outside the region. Contacts have already been established between representatives of DOCPAL, PIDSA, and Population Index, to see how far the three existing operations can work together to their mutual benefit, and a technical meeting was held during 1978 to examine technical questions of compatibility between these population documentation systems. It is also planned to continue this mutually beneficial working relationship within the framework of POPIN, the cooperative population information network that is slowly being developed within the United Nations system. Providing that ECOSOC approves the Population Commission's recommendations to set up a POPIN Coordinating Unit in the Population Division, (and there is no indication that it will not do so), there is every chance that this international activity will expand to cover other regions over the next few years, and that the demographic community will benefit

from the improved international flow of demographic publications which is the objective of this activity. In particular we at Population Index hope it will help us to overcome what we see as one of our major weaknesses, and that is to get a better and more complete coverage of material from developing countries to supplement what we are already receiving from our predominantly North American sources at present.

New Periodicals and Bibliographies:

In this section, I would like to focus on a few of the new publications that have appeared over the past year that seem to me might be of particular interest to demographers. I am not aware of any new journals of relevance: American Demographics is for the layperson; Infertility for the medical clinician; and the American Psychological Association's new journal with the all embracing title Journal of Population does not seem, at least to me, of primary interest to demographers. Perhaps the most important development is the revamping of the University of Pittsburgh's Historical Methods Newsletter into the journal Historical Methods, which contains many items of value to the historical demographer. Amongst the bibliographies, the most important development must surely be the publication of the first issue of the International Bibliography of Historical Demography, a joint production by the IUSSP and the Societe de Demographie Historique. It is not annotated, and some of the citations are incomplete, but it will be a valuable new source of material for the historical demographer. Most of the other new bibliographies we have noted have been country-specific.

Future Developments:

Many of the future developments concerning reference tools and other services useful to either demographers or population librarians have been covered during the course of this paper. However to complete the record, mention should be made of the following.

All those concerned with international censuses are well aware of the "Texas Bibliography", the International Population Census Bibliography published by the University of Texas Population Research Center, which covers censuses up to 1967. Work on an updated version is practically completed, and providing the last minute publishing problems can be solved (which are basically a question of funding), it will be available in 1979. The compiler, Doreen Goyer, has also identified the need for a Handbook of National Population Censuses and hopes to start work on this shortly. Basically, this will provide information on the geographic coverage of each census and its general content, together with other general background that would be useful to help the researcher identify which censuses he needs to go after for the data he needs.

During 1979, Population Index will also honor its commitment to start citing machine-readable data files as well as the normal, hard-copy publications. An introductory article by Princeton University Computer Center's Judith Rowe is being prepared for publication in the Index as a Current Item, which will explain why this decision was taken, and how the citations

will appear. It is a pioneering step for any traditional bibliography to include machine-readable data files, and it is hoped that it will not only give researchers better access to more data not available in printed form, but also contribute to making the producers of such data tapes more aware of the need to provide certain bibliographic information in a standard form so that their tapes can be used by other researchers.

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FUTURE DIRECTIONS FOR POPULATION LIBRARIANS

Everett S. and Anne S. Lee

Population librarians do not fit the stereotype of librarians that is held by most demographers and by the general public. The stereotype, of course, is no truer than those held of physicians, women executives, or laborers, but it does affect the relationships between population librarians and a number of publics. It is generally considered that librarians are well above the average in ability and well below their desserts in pay. They are thought to have been attracted to the profession by a love of books, a desire to bring order out of chaos, and a capacity for organization. But, despite the latter conditions, which are also prime attributes of demographers and other scientists, librarians are not reputed to have a love for the thick volumes of statistics and the avalanche of fugitive materials that pour from official presses and so gladden the demographer's heart. Nor are they supposed to have the ability to go beyond Statistical Abstracts or similar volumes to locate a figure or steer the researcher to a set of data.

Even if this stereotype had been true for the general run of librarians, there were always the specialized librarians who were the forerunners of population librarians. There were science and medical librarians, and there were the indispensable government reference librarians whose efforts in preserving the past and revealing the present are heroic. Even so, it must be admitted that insofar as demographic materials are concerned, not even the government reference librarian could do much more than locate a series or suggest a publication in which required data might be found. Indeed, what more could be expected of the custodian of an exponentially expanding mass of materials, the most important of which are sometimes small releases which belong to no series.

Realization of the need for population librarians came when the Bureau of the Census and other statistical agencies began to preserve huge collections of national data and to add to them the statistics of other countries. This resulted in some in-house training, but the recognition of population librarian as a specialization came with the rise of University Population Centers, largely a development of the late 1950's and the 1960's. It was the population librarians themselves who took the lead in developing the specialty. The general attitude of demographers can best be described in Moynihan's immortal words--benign neglect. Fortunately, not all Directors of Population Centers were so unmindful of their libraries; those at Princeton and North Carolina worked closely with general and special libraries and encouraged special training and conferences for population librarians.

But demographers at Princeton have always been exceptional in quality and breadth of interest, and the Center at North Carolina was the only thorough going attempt to bring together the sciences with a major stake in population. The fact is that demographers, as compared with scholars

in the humanities, historians, or cultural anthropologists, have not been heavy users of libraries. Until recently demographers were a tiny group; only a few years ago the members of the Population Association fitted comfortably into the Princeton Inn. Furthermore, demographers tend to specialize narrowly. Some pursue relentlessly each fluctuation in the general fertility rate; others wait for the latest county estimates. Because of the immediate impact and portent of population changes demography tends to be present centered, sometimes misinterpreting the future because it ignores the past. Demographers therefore tend to acquire their own materials and rely on their personal libraries for the minor amount of cross referencing they use. At any University it is easy to find a historian who has plagued librarians in many countries, but it would be hard to find a demographer who has sought data at Harvard and in the British Museum, or even in the archives of the Bureau of the Census. As the telephone company suggests, the demographer tends to let his fingers do the walking, an indication of the narrowness of his needs and the wonderful compliance of governmental bureaus to requests for data and information.

Such practices can be dangerous, however, and especially for the novice. At a recent conference on women's statistics, speaker after speaker called for programs to develop statistics that were already available. Furthermore, representatives of one agency identified gaps in women's statistics, only to find they had already been filled by another. This is not merely a case of the right hand not knowing what the left hand was doing, it is an example of poor use of libraries or a failure of library accession or cataloging.

The expansion of data and the more general use of demographic data will bring changes for both the demographer and the population librarian. The time is near when the pundit of Paducah will interpret the general fertility rate with the same ease and understanding with which he now discusses gross national product and personal income per capita. Population projections are now made by anyone who can do a multiple regression, and slightly retooled English majors or computer programmers estimate populations for counties by race and for cities by health district. This, of course, is as it should be; it does not take a demographer to apply a canned program to routine data, and it should be realized that the demographer will sometimes be relegated backstage in the same way that the meteorologist underpins the beautiful young man or the smiling woman who gives us the weather on television.

Though they are surrendering some of their functions to planners and miscellaneous functionaries, the scope of activities of the demographer is broadening, a development which will increase his reliance upon librarians and his willingness to work with them. Demographers are returning to an emphasis on long-term trends, on economic and social development, and international comparisons. Already there are those who distinguish themselves as historical or social demographers, and there will doubtless be a revival of political demography. The methods and materials of demography are central to social biology, as they are to most of the social sciences. As demographers make more contributions to other fields they will broaden the use of their own materials while relating them to others. In short, the demographers will be increasingly driven from his own collections to the library, and he will look more and more to the specialized librarian for help.

Of course, it will not only be the demographer who will be making demands on the population librarian. George Stigler once remarked of his discipline that "On their days off, physicists and hod carriers try to bring economics up to the same high state as their own discipline." It is even more true that every man is his own demographer, for who has not pondered over fertility, mortality, and migration and devised plans for their containment. We have already noted the variety of people who now undertake demographic analyses, and the number who will use demographic materials for special purposes is skyrocketing. Already firms are advertising for demographers, and there is a new magazine for businessmens called American Demographics. Federal and state funds to municipalities and other political subdivisions depend upon population and in some instances upon types and distribution of population. Some health legislation actually mandates the local interpretation of demographic data for health plans. Along with the local officials who must make use of population data on a regular basis are the lawyers who challenge jury selections or decisions on the basis of differences in population and jury box composition. In short, the number of users of demographic materials has already spread far beyond the circle of demographers or the demographically sophisticated.

Clearly the population librarian must deal with the expert and the simple seeker for information. To meet these demands, the librarian must know quite a bit about demography, and must have a basic understanding of the data sets used by demographers. It follows that population librarians should take courses in demography. A further requirement is the continued development of the indexing and cataloging of statistical series in such a way that tables as well as whole publications can be accessed, and this must be accomplished with the imaginative use of the computer. Finally, since no library can have all of the materials, both printed and machine readable, a network of population libraries should be established, with the eventual aim of quick transmission of materials from one place to another.

The requirement that population librarians know something about demography is not exorbitant. Indeed, librarians are often well trained in history and the humanities, a training they acquired as a part of their general education, and they are likely to increase their expertness out of interest. They read in a particular field and frequently take university courses in it. Population librarians can do the same. The elementary courses, the most useful of all, require very little mathematics, and demography, unlike many disciplines, is generally organized into a definite and ascending structure.

Short courses can also be useful, and for these we have a good model. The National Center for Health Statistics has devised a series of such courses for the benefit of those who work in vital registration and health services throughout the country. These have had considerable effect in improving state and local reports and other operations and have been useful in identifying persons for higher positions. Because of the importance of population librarians to health systems, it is possible that the National Center for Health Statistics could be persuaded to work with APLIC in establishing a special course for population librarians. Population librarians could also apply for the one-week courses that are offered regularly. For librarians a special course run jointly by a demographer and

a population librarian, with assistance from the major data producing agencies could be very rewarding. The population librarian should not only be familiar with the diverse sources from which population data are drawn but also with the uses to which the data are put.

Once familiar with methods of using the data the population librarian will be in a better position to index and catalog the statistical materials which are the demographer's equivalent of original sources. At this point we might add that, while historians will travel great distances to check an original source, they will accept with little questioning a contemporary statement in regard to population composition, when that statement could be verified or expanded from easily available census data. Indeed, the cliometricians are proceeding in that direction and would be eager clients of a well trained population librarian. Perhaps one gain from the more general use of population librarians would be the facilitation and improvement of the work of historians and non-demographers among the social scientists.

We need not belabor the historian, though his indifference to statistical materials is notorious. But the demographer is equally at fault in ignoring historical materials in his own field. The old censuses are full of materials which should have been analyzed and are important in the establishment of present trends and relationships. They have not been used for two reasons. One is the a-historical stance of most of our leading demographers, and the other is that data that are not properly indexed and cataloged are, in effect, lost. It is not enough to know that there are census data for 1840 or that there was a question on migration in the Russian census; what is needed is an index of these tables which specify the exact variables and their cross-classifications. Nothing would benefit historical demography more than such an index. Population librarians have an important role to play in raising the curtain on the past.

Like the rest of us, librarians are caught up in a computer revolution, of which we can only guess at the outcome, and like the rest of us, librarians are fearful and resentful of the changes that may occur. We can anticipate that the present expensive, hard to get at computers, are dinosaurs, soon to be replaced by much cheaper and more efficient machines. Not only will there be a decentralization of computer centers, but the majority of researchers will have their own computers, which will either stand alone or be tied in with extensive systems. The most remarkable development is not the improvement in computing time or the development of software, but the expansion of storage and memory. We may expect cheap, non-erasable storage of huge files in very little space, arranged for random access. Entire census counts will be contained in a fraction of the space occupied by a roll of tape and they will be nearly indestructible. Once we learn how to deal with the problems of confidentiality, we can probably dispense with one-percent samples and allow the researcher to work with entire census files.

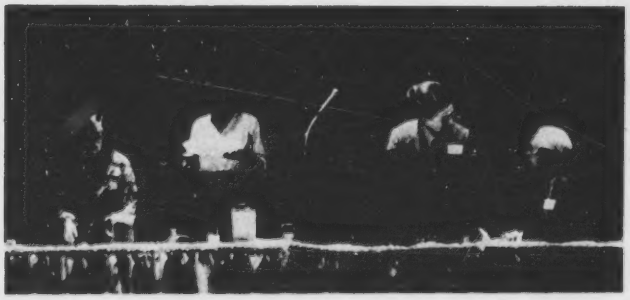
Though great files can be stored in little space, it will not be necessary to maintain them locally if they are not needed immediately. They can easily be obtained from another library or from the issuing agency, perhaps routinely by electronic transmission. With proper indexing and

cataloging the librarian can call for only those data that are needed from the larger file and can reprocess them to fit the needs of the researcher's personal computer. Clearly, the population librarian will not only be a guide to data locally available but to data in libraries and agencies all over the country, and even in foreign countries.

We take it for granted that population librarians will continue the fine job they already do in indexing and cataloging the usual run of printed materials, and we know that population librarians are well aware of the need for handling machine readable materials. We do suggest, however, that machine readable materials should be extended into the past as well as into the future and that they be recast in the form that will match the new generations of computers. We have mentioned only a few sources of population data. Along with censuses and vital statistics are the social security and IRS files, both much underused, and there are files of state and local data that should be coordinated with these, as should the Parnes and similar files.

In sum, libraries will soon take on functions which were formerly performed by computer centers and by researchers themselves. This is not entirely a new role; they have long sought closer approaches to the totality of working materials for humanists and some of the sciences. We simply suggest that libraries be seen as integrated systems with close ties to data collecting and processing agencies. Obviously, the necessary adjustments by agencies and researchers will come slowly, and librarians are taking the lead in achieving them.

One final note. Population librarians need skills beyond those traditionally expected. Such skills will always be in short supply, and for those who have them there should be more recognition and better pay.



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NOTES FROM ROUNDTABLE DISCUSSIONS

Preparing Materials for Publication-- Ann Leonard, Leader

There was a wide range of interest and experience represented in the group. Two major publications programs--the Population Council and IPPF/WHR--were in evidence. Therefore we simply talked about a number of problem areas. Doreen Goyer brought up the difficulty of finding a publisher. Linda Knarr was running into problems with copyright laws that affect reprint programs. Susan Robbins explained their experience to date in changing a publication from free distribution to paid subscription and noted the many pitfalls in such a process and the amount of staff effort required.

The role of editorial committees was discussed and the pluses and minuses of their involvement for the editor. Time was also devoted to a discussion of maintaining and updating mailing lists. A variety of methods was noted. The current Population Council system which has a terminal situated in their office so they can do their own updating seemed the best if quantity of mailings and budget allow. Susan felt that computerizing a list of less than 3,000 names probably wasn't worth the expense, but for large lists and especially multiple mailings it was proving well worth the cost. The Council system provides for coded entries that allow breakdowns by individual publication, region, and country.

Large Problems in Small Libraries-- Gloria Roberts, Leader

An opening statement by Gloria Roberts on the three "s's" which plague small libraries--short funds, small space and sparse staff--included comments on ramifications involving library policies and communication with both staff and community. Some solutions to the basic problems were suggested and the discussion then thrown open to the group. The major problems presented were: 1) resolving photocopying policies in relation to the copyright law; 2) lending policies and delinquent borrowers; 3) film rental policies and the late return of films as well as the return of damaged film; 4) circulation of unbound journals which do not get returned or which are not checked out when no librarian is present; 5) unreturned bound periodicals; 6) weeding for shelf space, particularly with reference to old journals; 7) routing to staff or alerting them to current articles without endangering the collection; and 8) book selection policies regarding staff requests. The various solutions presented were respectively: 1) one copy, appropriately stamped re copyright protection laws, of an article is permissible within the context of the law; 2) fines, loss of privileges, and self-addressed return envelopes were methods used to prevent further losses; 3) fines and examination of film with borrower still present in cases of personal delivery checked film abuse; 4) conspicuous color coded circulation slips placed so that they extended from journals were used as signals indicating a library holding; 5) and 6) the use of microforms for older journals in lieu of binding and as a space saving device; 7) staff alerts through photocopied tables of contents--including those in Current Contents, routed photocopied articles in place of a whole journal; and, 8) limiting staff requests for new acquisitions to their relevancy to the collection. By sharing information on both tried and potential solutions

to common problems, the represented community of small libraries was able to derive mutual benefit and satisfaction through the give and take of the round table format.

How Not to Waste Your Time in Meetings-- Ruth Sandor, Leader

There are two basic kinds of meetings: those you conduct and those that others call.

Here are some tips for making meetings you conduct more productive:

1. Minimize the number of meetings you're involved in. Explore alternatives, especially to "regular" meetings.

2. Keep the number of participants to a minimum.

3. Have specific objectives for each meeting. Avoid "brainstorming" and "gripe" sessions.

4. Have a detailed agenda and other relevant material circulated in advance.

5. Do not allow petty interruptions.

6. Make participants stick to the point.

7. Get a resolution of each item. Avoid tabling endlessly.

A good book on the subject of conducting meetings is How to Make Meetings Work by Michael Doyle and David Straus, Wyden Books, 1976.

As for meetings others call, some tips are:

1. Whenever possible, don't go. Instead, send another staff member and request a copy of the minutes.

2. Act as "surrogate chairman" by pressing for resolutions and conclusions if your time is being wasted in a meeting.

3. Decide for yourself which meetings are important and don't let other people waste your time.

4. Don't fall into the trap that "everything is worth doing."

APPENDIX I

ANNUAL BUSINESS MEETING

BUSINESS AND BOARD MEETINGS, APRIL 25, 1979

As required by the bylaws (Article 4, Section 7a, and Article 5, Section 3a), the annual membership meeting and the second Board of Directors meeting in conjunction with the annual conference were held at the Philadelphia Sheraton Hotel, April 25, 1979. The president, Richard Hankinson, called the meeting to order at 4:00 p.m.

Treasurer's Report

The report was accepted as handed out. Treasurer Connie Zuga noted that the auditors had approved the books.

Committee Reports

The reports are included in the registrants' packets. There was no discussion.

Chapter Reports

Packets also contain these reports. It was announced by William Barrows that a new chapter has been set up in the South East area. The news was welcomed by the President on behalf of APLIC as a whole. (Note also that an Indian chapter is being born.)

Presidential Appointments

Medical Library Association Liaison--Wilma Winters replaced Kathryn Speert
Archivist--Linda Knarr
DUPS--Neil Zimmerman will continue to manage
Placement--Martha Bargar will continue in charge of the placement file

Ad Hoc Committees

APLICommunicator--Ann Leonard will be in charge. At a meeting at the Rockefeller Foundation on April 9, 1979, the suggestion that the newsletter be expanded into an OVERVIEW type publication was ruled out because the level of expertise in most libraries was too great to need elementary training.

It was suggested that the APLICommunicator be expanded into a larger and more formal newsletter. According to Ann Leonard, the next issue will come out in an interim format. Funding and editorial policy will be topics for further discussion. New recommendations also are needed on such subjects as: who will work on the newsletter; is it a nonvoluntary activity requiring payment, etc.

Payments for projects--A set of guidelines has been formulated. Discussion led to minor wording changes in Sections 2, 3, and 7. The report was accepted and the committee disbanded.

Project guidelines--The committee was disbanded by President Richard Hankinson who urged his successor to set up a new ad hoc committee of his own nominees to tackle this important question.

New Business

Connie Zuga recommended that APLIC investigate the possibility of hiring part-time accountancy help for the treasurer. The suggestion was approved. Neil Zimmerman said that he would see if this was necessary after he had been in the position for a while.

Ann Leonard reviewed what had been discussed at the April 9 meeting of the Ad Hoc Committee on the APLICommunicator.

A morning session of the APLIC Workshops had discussed these questions:
(1) Is APLIC an informal network, and, if so, what should the APLIC members be doing for one another?
(2) What should they expect in the way of cooperation from one another?

A suggestion was made that a survey of APLIC members' expectations and obligations be undertaken. Bruce Knarr put this in the form of a motion which was later withdrawn in favor of discussion. Connie Zuga and Susan Pasquariella said that a survey would provide answers but wondered if a survey could be funded. David Rose said that what would emerge from this survey was a set of guidelines for APLIC member interchange. Bruce Knarr moved, motion seconded, that the Board be urged to explore the possibility of establishing guidelines and standards for cooperative activities among APLIC members. Motion carried.

Susan Pasquariella moved that the APLIC Board consider the feasibility of undertaking further analysis of an APLIC Access to Information survey.

William Barrows moved, motion seconded, that the Training Committee become the Training and Continuing Education Committee by merger of common interests. Motion carried. He offered to survey APLIC members' interests and needs in continuing education.

Election of Officers and Directors

The Nominating Committee presented the slate of nominees, and the following persons were elected:

Officers: President--Rene Jaimes
First Vice President--Ruth Sandor
Second Vice President--Bruce Knarr
Secretary--Dorothy Kaufman
Treasurer--Neil Zimmerman

Directors: Alice Harris
Susan Pasquariella
Carann Turner

The meeting was adjourned with a vote of thanks to all hard-working officers for the past year.

Dorothy W. Kaufman
Secretary

The secretary thanks Alice Harris and Richard Hankinson for their assistance.

APPENDIX II

ORGANIZATIONAL HANDBOOK

STATEMENT OF PURPOSE

The Association for Population/Family Planning Libraries and Information Centers-International as a National Organization.

The Association for Population/Family Planning Libraries and Information Centers-International (APLIC-International) was founded in May 1968 by fifteen population/family planning documentalists, librarians and information specialists who were invited to meet at the Carolina Population Center of the University of North Carolina at Chapel Hill.

Since 1968, more than eighty organizations have sent representatives to annual conferences of APLIC-International. Its membership, consisting of both individuals and organizations, represents some of the oldest United States population agencies and institutions: University of North Carolina at Chapel Hill, Carolina Population Center; The Population Council; Harvard University, Center for Population Studies; Population Reference Bureau; Princeton University, Office of Population Research; Planned Parenthood Federation of America (PPFA); National Institutes of Health; Bureau of the Census; National Institute of Child Health and Human Development, Center for Population Research; Columbia University, International Institute for the Study of Human Reproduction; George Washington University, Population Information Program; University of Michigan, Department of Population Planning; East-West Population Institute; East-West Communication Institute. The materials in the collections of these organizations and institutions constitute the world's major information and data bases in population/family planning.

APLIC-International is incorporated in the District of Columbia as a non-profit organization. Its day-to-day affairs are carried out by an elected Board of Directors, its appointed committees and a permanent secretary.

The goals of APLIC-International are: 1) professional development of effective documentation and information systems and services in the field of population and family planning; 2) professional contact among the population documentalists, librarians, and information and communication specialists; 3) the worldwide exchange of population information through international programs and activities; 4) an international cooperative network of population documentation, information and library facilities for the exchange, dissemination and communication of population information; and 5) continuing education to encourage professional development among population documentalists, librarians, and information and communication specialists.

APLIC-International organizes an annual conference on population information which is convened immediately prior to the annual meeting of the Population Association of America. It also provides orientation and consulting services for documentalists, librarians, and information

and communication specialists in population; has liaison representation with the American Society for Information Science (ASIS); and issues publications on population information. Local chapters have been established in the United States and are cooperating with each other in various documentation, library, and dissemination activities.

APLIC-International as a Regional Organization.

Although APLIC-International began as an association of U.S. population institutions, it has grown to include representatives of libraries, information services, program action agencies and funding organizations throughout the United States and Canada. Inter-agency cooperation is stimulated by APLIC-International and its newsletter, the APLIC Communicator, which is published by the New York chapter for the membership.

APLIC-International as an International Organization.

The purposes of APLIC-International, as stated in its bylaws, include cooperation with other national and international organizations in the scientific study of population/family planning information dissemination.

Approximately 20% of the APLIC-International membership is outside of North America. Representation from non-North American agencies is encouraged for the development of informal links between APLIC-International and other institutions.

As an organization APLIC-International has been involved in the stimulation of regional activities and associations in other areas. In 1973 in Bangkok, in association with the UN Economic and Social Commission for Asia and the Pacific (ESCAP) -- formerly the Economic Commission for Asia and the Far East (ECAFE) -- and led by one of its members, the Carolina Population Center, APLIC-International sponsored a Working Meeting on Asian Resources for a Population Information Network in Asia and a Population Library Development Institute. An informal association grew out of this workshop and in subsequent workshops and conferences in 1975 and 1976, follow-up activities on national, regional and international information networking directly involved APLIC-International membership.

In 1975, APLIC-International members assisted development plans for an Indonesian national information network. Documentalists, librarians, and information and communication specialists from Asia participated with APLIC-International members in a workshop in Honolulu on the role of computers in the development of an international technical information network and at the annual conference of APLIC-International in Seattle. An APLIC-International member, the East-West Communication Institute, and an Asian agency, the Inter-Governmental Coordinating Committee for Southeast Asia Regional Cooperation in Family and Population Planning (IGCC) co-sponsored, with the cooperation of ESCAP, a workshop on coordination and standardization in networking in Kuala Lumpur.

In Latin America a communications training institute, Centro Interamericano de Adiestramiento en Comunicaciones para Poblacion y Planificacion Familiar (CIACOP), together with APLIC-International sponsored a workshop in 1976 for library and information service people which resulted in the establishment of a regional association for Latin America, Asociacion Interamericana de Centros de Informacion de Poblacion (AICIP).

Informal conversations between APLIC-International and an African population training institution, the Center for African Family Studies (CAFS), were held in early 1976, and the APLIC-International Board is prepared to extend technical assistance to CAFS for the development of a regional population information services network as needed.

Current and Planned Future Activities for Coordination.

It is the considered view of APLIC-International that cooperation and involvement at the national and regional levels are essential. Therefore, for North America APLIC-International will:

continue to strengthen the North American component of APLIC-International by trying to increase the membership and participation of U.S. and Canadian organizations;

encourage professional development through providing opportunities for continuing education and supporting similar activities of its members;

encourage exchange of population information and materials to organizations that request such assistance.

The current membership of APLIC-International includes most of the population institutions in North America; the involvement of these institutions would be required to make any proposed network of system function effectively. APLIC-International experience in population information exchange indicates that a regional approach is the most likely to succeed. Therefore, in terms of regional assistance APLIC-International will:

continue to assist organizations in other parts of the world to develop skills in population information and to encourage regional associations to develop information exchange systems and networks;

encourage user needs studies conducted by other organizations, or sponsored by APLIC-International, and consider the results of such studies in future APLIC-International planning;

provide professional development opportunities, including training institutes similar to the CIACOP effort; identify a collaborative institution in

Africa and aim to hold a training institute in anglophone Africa within the next two years; consider a follow-up training effort in Asia; sponsor the attendance of one person from appropriate regions at the next APLIC-International conference;

apply for NGO status to appropriate UN organizations and specialized agencies;

maintain close liaison in Latin America with the newly-formed AICIP and DOCPAL and give assistance and support whenever it is possible;

continue to emphasize the need to establish or strengthen national and regional institutions in Africa, Asia, Oceania, and Latin America to handle the collection and diffusion of population and family planning information and data.

BYLAWS OF
ASSOCIATION FOR POPULATION/FAMILY PLANNING
LIBRARIES AND INFORMATION CENTERS-INTERNATIONAL

ARTICLE I. NAME

The name of the corporation is ASSOCIATION FOR POPULATION/FAMILY PLANNING LIBRARIES AND INFORMATION CENTERS, INTERNATIONAL ("the Corporation").

ARTICLE II. PURPOSES OF THE CORPORATION

The corporation has been organized to operate exclusively for charitable and educational purposes, including, but not limited to:

The professional development of effective population/family planning information and library systems and services through research and application of information science and technology.

To accomplish this purpose, the corporation has as specific goals:

(1) to hold an annual conference to review the state of the art of information science;
(2) to sponsor publications concerning population/family planning bibliographic information and information sources; and
(3) to cooperate with other national and international organizations in the scientific study of population/family planning information dissemination.

ARTICLE III. OFFICES AND REGISTERED AGENT

SECTION 1. The principal office of the corporation and such other offices as it may establish shall be located at such place or places, either within or without the District of Columbia, as may be designated by the Board of Directors. The corporation shall continuously maintain within the District of Columbia a registered office at such place as may be designated by the Board of Directors.

SECTION 2. The corporation shall continuously maintain within the District of Columbia a registered agent, which agent shall be designated by the Board of Directors. Any change in the registered office or registered agent shall be accomplished in compliance with the District of Columbia Nonprofit Corporation Act. Such agent may be an individual resident of the District of Columbia whose business office is identical with the registered office of the corporation, a District of Columbia corporation (whether for profit or not for profit), or a corporation formed outside the District of Columbia, provided such foreign corporation is authorized to transact business or conduct its affairs within the District of Columbia and has an office identical with the registered office of the corporation.

ARTICLE IV. MEMBERSHIP

SECTION 1. ELIGIBILITY FOR MEMBERSHIP. Any person or organization interested in the purposes and programs of the corporation is eligible to become a member.

SECTION 2. APPLICATION FOR MEMBERSHIP. All applicants for membership shall make application to the Secretary.

SECTION 3. ADMISSION OF MEMBERS. The admission to membership of an applicant shall be made by the Secretary's placing the name of the applicant on the membership roll upon receipt of the applicant's dues.

SECTION 4. RESIGNATION. Any member may resign by filing a written resignation at the corporation's principal office, but such resignation shall not relieve the member so resigning of the obligation to pay any dues, or other charges theretofore accrued and unpaid.

SECTION 5. DUES. Membership shall be contingent upon the payment of dues, the amount of which shall be established by the Board of Directors with the approval of a majority of the members voting at an annual meeting at which a quorum is present. Under special circumstances, the Board of Directors may waive the payment of dues.

SECTION 6. MEETINGS.

a. ANNUAL MEETING. The annual meeting of the members of the corporation shall be held at such time as the Board of Directors may determine. The annual meeting shall be a part of an annual conference which shall also include a program of addresses, discussions, workshops and other continuing education features in the broad fields of library and information sciences, systems, and technology. The Board of Directors shall determine the extent to which the general public shall participate in the conference.

b. SPECIAL MEETINGS. Special meetings of the members may be called at any time by the Board of Directors. Special meetings may also be called by the President upon the written request of twenty-five members.

c. NOTICE.

(1) Notice of the annual meeting shall be given at least thirty days in advance of such meeting. Such notice shall contain a description of the character of the annual conference and shall contain a preliminary program outline.

(2) Notice of a special meeting shall be given at least ten days in advance of such meeting. Notice of a special meeting shall state the nature of the business to be transacted thereat, and no other business may be considered at such meeting.

(3) Notice of all meetings shall be given in written form, mailed to the last known address of each member.

d. QUORUM. A quorum for the transaction of business at any meeting shall consist of at least twenty-five percent of the members registered at the annual conference.

e. VOTING. At all meetings, each member shall be entitled to one vote and may vote in person only.

f. RULES OF ORDER. Meetings shall be conducted according to Roberts' Rules of Order, unless otherwise provided in these Bylaws.

ARTICLE V. BOARD OF DIRECTORS

SECTION 1. GENERAL POWERS AND DUTIES. The Board of Directors of the corporation shall be its governing body. The Board shall manage, control, and direct the affairs and property of the corporation. The Board shall have, any may exercise all the powers specified in its Articles of Incorporation and the District of Columbia Nonprofit Corporation Act necessary to carry out the purposes of the corporation.

SECTION 2. COMPOSITION OF THE BOARD.

a. Except for the initial Board of Directors named in the Articles of Incorporation, the Board shall consist of (1) the officers of the corporation and (2) nine elected directors, to be elected by the members. At the completion of the President's elected term of office, the President shall serve for one year as a voting member of the Board, unless elected as an elected director. The terms of the members of the initial Board of Directors shall expire at such time as their successors are elected at the first annual meeting of the members. The election of a director to an office shall vacate that directorship. Elected directors shall serve for staggered terms of three years. At the first meeting of the members at which elected directors are chosen, such elected directors shall determine by lot which two shall serve for a period of one year, which three for a period of two years, and which two for a period of three years. The term of any director shall also expire by reason of that director's death, resignation, or removal in accordance with these Bylaws.

b. Any vacancy occurring in the Board of Directors by reason of the expiration of a director's term or by reason of an increase in the number of directors shall be filled by vote of the members in good standing at an annual meeting at which a quorum is present. Any vacancy occurring in the Board of Directors for any other reason may be filled by the affirmative vote of a majority of the then members of the Board of Directors, though less than a quorum of the Board.

c. A director may be removed from office at any meeting of the members by the affirmative vote of a majority of the members in good standing present at an annual meeting at which a quorum is

present or by the affirmative vote of a majority of the then members of the Board of Directors at a meeting at which a quorum is present.

d. A director may resign from the Board at any time by giving notice in writing thereof to the Chairman of the Board.

e. The President of the corporation shall be the Chairman of the Board. The Board of Directors may elect one of its members as Vice Chairman of the Board, to serve for one year or until a successor is elected and qualified. The Chairman of the Board shall preside at all meetings of the Board of Directors and shall perform such other duties as may be required of the Chairman by the Board of Directors. The Vice Chairman of the Board shall, in the absence of the Chairman of the Board, preside at the meetings of the Board of Directors and shall perform such other duties as may be required of the Vice Chairman by the Board of Directors.

SECTION 3. MEETINGS OF THE BOARD OF DIRECTORS.

a. Two meetings of the Board of Directors shall be held in connection with each annual conference of the corporation. The first shall precede and the second shall follow the annual meeting of the members. The second meeting shall constitute the annual meeting of the Board.

b. Special meetings shall be called by the Chairman at the request of the President.

c. The time and place of all meetings shall be designated by the Chairman. The meetings may be held within or without the District of Columbia.

d. At least five days' notice shall be given to each director of any meeting of the Board. Notice of a meeting shall specify the date, time, and place of the meeting, but, except as otherwise provided in these Bylaws, need not specify the purpose for the meeting or the business to be conducted. Notice must be either delivered personally to each director or mailed (including the sending of a telegram) to each director at each director's business address. If such notice is given by mail, it shall be deemed delivered when deposited in the United States mail properly addressed and with postage prepaid thereon. If such notice is given by telegram, it shall be deemed delivered when the content of the telegram is delivered to the telegraph company. Notwithstanding the foregoing requirements, a director may waive notice of the time and place of any regular or special meeting. Attendance at a regular or special meeting shall constitute a waiver of notice, except where the director attends a meeting for the express purpose of objecting to the conduct of business on the ground that the meeting was not lawfully called or is not lawfully convened. A written statement filed with the Board by any director either before or after a meeting

is held, which recites knowledge of the date, time, and place of such meeting and specifically waives notice thereof shall be considered effective to dispense with the requirements for prior written notice to such director.

e. One-third of the then members of the Board of Directors shall constitute a quorum for the transaction of business at any meeting of the Board, except that if a quorum is not present at a meeting, a majority of the directors present may adjourn the meeting from time to time without further notice.

f. Except as otherwise provided by statute, the Articles of Incorporation, or these Bylaws, all matters shall be decided by a majority of the directors present at any meeting at which a quorum exists.

g. Any action required or permitted to be taken at any meeting of the Board of Directors may be taken by oral agreement without a meeting, if within seven days after such oral agreement, the text of the resolution or matter agreed upon is sent to all members of the Board and all the members of the Board consent to such action in writing, setting forth the action taken, within fourteen days of the mailing of such text. Such consent in writing shall have the same force and effect as a unanimous vote and may be described as such in any document executed by the corporation.

ARTICLE VI. COMMITTEES.

SECTION 1. EXECUTIVE COMMITTEE. The Board of Directors may designate from its members by a vote of the majority of all the directors an Executive Committee consisting of at least three, and no more than five, directors, one of which shall be the Chairman of the Board, who shall also be Chairman of the Executive Committee. The Board may designate one or more directors as alternate members of the Executive Committee, who may replace any absent or disqualified member at any meeting of the Committee. Except as otherwise required by law or these Bylaws, the Executive Committee shall have all the authority of the Board in the management of the corporation and may authorize the seal of the corporation to be affixed to all papers which may require it. The Executive Committee shall keep regular minutes of its proceedings and shall report the same to the Board when required. Vacancies in the membership of the Executive Committee shall be filled by the Board at a regular or special meeting.

SECTION 2. OTHER COMMITTEES. The President may create such other committee or committees as may be deemed necessary, but such committee or committees shall not exercise any power of the Board of Directors.

ARTICLE VII. OFFICERS.

SECTION 1. The officers of the corporation shall be a President, a First Vice-President, a Second Vice-President, a Secretary, and a

Treasurer. Officers must be members of the corporation in good standing.

SECTION 2. The officers shall be elected at the annual meeting of the members. Only members in good standing shall be entitled to vote in such election. The officers' terms of office shall be one year, to begin at the close of the annual meeting at which they are elected.

SECTION 3. The officers of the corporation shall hold office until their successors are chosen and qualified. Any officer of the corporation may be removed at any time by the affirmative vote of a majority of the then members of the Board of Directors.

SECTION 4. If the office of President becomes vacant for any reason other than the expiration of a term, the First Vice-President and the Second Vice-President shall succeed to the office of President in that order. If any other office becomes vacant for any reason other than the expiration of a term, the vacancy shall be filled by the Board of Directors.

SECTION 5. The duties and powers of the officers of the corporation shall be as provided in these Bylaws, or as provided pursuant to these Bylaws or (except to the extent they are inconsistent with these Bylaws or with any provision made pursuant hereto) shall be those customarily exercised by corporate officers holding such offices.

SECTION 6. THE PRESIDENT. The President shall be the chief operating officer of the corporation and, subject to the control of the Board of Directors, shall perform all duties customary to that office and shall supervise and control all of the affairs of the corporation in accordance with policies and directives approved by the Board. The President shall preside at all meetings of the corporation and the Board of Directors at which the President is present. Except as otherwise provided by resolution of the Board, the President shall, on behalf of the corporation, execute and sign bonds, mortgages, contracts, leases, agreements, and other instruments requiring a seal, and shall execute and sign such documents where not requiring a seal, except where such documents are required by law to be otherwise signed and executed or where the signing or execution thereof shall be exclusively delegated to some other officer or agent of the corporation. As provided in ARTICLE V, SECTION 2(2), of these Bylaws, the President, upon completion of the term, shall serve for a period of one year as a voting member of the Board of Directors, unless elected as an elected director.

SECTION 7. In the absence or disability of the President, the First Vice-President, and in the First Vice-President's absence or disability, the Second Vice-President, shall discharge the duties and exercise the powers of the President. The First Vice-President shall be responsible for planning the program of the annual conference and annual meeting of the members.

SECTION 8. THE SECRETARY. The Secretary shall be responsible for the keeping of an accurate record of the proceedings of all meetings of the Board of Directors, shall give or cause to be given all notices in accordance with these Bylaws or as required by law, and, in general, perform all duties customary to the office of secretary. The Secretary shall have custody of the corporate seal of the corporation and shall have authority to affix the same to any instrument requiring it and, when so affixed, it may be attested by the Secretary's signature. The Board of Directors may give general authority to any officer to affix the seal of the corporation and to attest the affixing by that officer's signature.

SECTION 9. THE TREASURER.

a. The Treasurer shall perform all duties customary to the office of treasurer, shall have the custody of and be responsible for all corporate funds and securities and shall keep full and accurate accounts of receipts and disbursements in the books of the corporation. Such books shall be open at all times to the inspection of members of the Board of Directors. The Treasurer shall deposit or cause to be deposited all monies or other valuable effects in the name of the corporation in such depositories as shall be selected by the Board of Directors or the Executive Committee.

b. The Treasurer shall disburse the funds of the corporation as may be ordered by the Board of Directors, taking proper vouchers for such disbursements. At each annual meeting of the members, the Treasurer shall make a report of the accounts of the preceding fiscal year. The Treasurer shall render to the President and the Board, at its regular meetings or when the Board so requires, an account of all transactions performed as treasurer and of the financial condition of the corporation.

c. If required by the Board of Directors, the Treasurer shall give the corporation a bond (which shall be renewed when required) in such sum and with such surety or sureties as shall be satisfactory to the Board of Directors for the faithful performance of the duties of the office and for the restoration to the corporation, in the case of the Treasurer's death, resignation, retirement or removal from office, of all books, papers, vouchers, money and other property of whatever kind in the Treasurer's possession or control belonging to the corporation.

ARTICLE VIII. GENERAL PROVISIONS.

SECTION 1. SEAL. The seal of the corporation shall be circular in form and shall have inscribed thereon the words: "ASSOCIATION FOR POPULATION/FAMILY PLANNING LIBRARIES AND INFORMATION CENTERS," the state of incorporation, and the words "corporate Seal."

SECTION 2. CHECKS. All checks, drafts, or other orders for the payment shall be signed by such officer or officers or such other person or persons as the Board of Directors may from time to time designate.

SECTION 3. FISCAL YEAR. The fiscal year of the corporation shall be the calendar year.

SECTION 4. AUDITING OF BOOKS. At least one month prior to each annual meeting of the members, the President shall cause the accounts of the corporation to be audited by a certified public accountant or by a committee appointed by the President, and a full statement of the finances shall be submitted by the Treasurer to the annual meeting of the members.

SECTION 5. PUBLICATIONS. The corporation shall issue the proceedings of the annual conference and such other publications as are authorized by the Board of Directors.

ARTICLE IX. AMENDMENTS.

Amendments to these Bylaws may be proposed by any four members of the corporation. Notice of such proposed amendment shall be given to all members at least thirty days prior to the annual meeting of the members. The proposed amendment shall be effective if approved by at least two-thirds of the members present and voting thereon.

Approved 4/76

APLIC OFFICERS AND BOARD OF DIRECTORS 1979-1980

Officers

President	-	Rene Jaimes
First Vice President	-	Ruth Sandor
Second Vice President	-	Bruce Knarr
Secretary	-	
Treasurer	-	Neil Zimmerman
Past President	-	Richard Hankinson
Membership Secretary	-	Kathryn Speert

Board of Directors
(year term expires in parentheses)

Susan Robbins	(1980)
Gloria Roberts	(1980)
Wilma E. Winters	(1980)
William Barrows	(1981)
Doreen Goyer	(1981)
Ann Leonard	(1981)
Alice Harris	(1982)
Susan Pasquariella	(1982)
Carann Turner	(1982)

COMMITTEE CHAIRPERSONS

APLICommunicator Committee
Ann Leonard

ByLaws Committee
Susan Pasquariella

Conference Committee
Ruth Sandor

Continuing Education and Training Committee
William Barrows and Alice Harris

International Activities Committee
Rene Jaimes

Subcommittees
Africa: Ann Leonard
Asia: Bruce Knarr
Latin America and AICIP Liaison: Rene Jaimes

Membership Committee
Kathryn Speert

Nominating Committee
Richard Hankinson

Research and Development Task Force
Susan Pasquariella

APPOINTED POSITIONS

Archivist
Linda Knarr

Placement Officer
Martha Bargar

Publications Officer
Gloria Roberts

Publicity Officer
Susan Robbins

APLICommunicator
Muriel Regan, Editor

Proceedings
Joan Helde and Janet Stanley, Editors

American Society for Information Science (ASIS)--APLIC Liaison
Alice Harris

Medical Library Association (MLA)--APLIC Liaison
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APPENDIX IV

COMMITTEE AND CHAPTER REPORTS

REPORT OF THE BYLAWS COMMITTEE

The Bylaws Committee is appointed by APLIC's Board of Directors to see that APLIC's activities and procedures are in accord with its bylaws and to recommend changes as necessary. During 1978-79 the Bylaws Committee examined the bylaws of other library organizations which elect their executives and/or boards of directors by a mail ballot with a view to recommending changes in the APLIC bylaws which would allow APLIC to do the same. The Committee is now discussing necessary wording changes and will be ready by the fall of 1979 to recommend specific changes to the Board of Directors.

Marilyn E. Schafer, Chairperson

Bruce Knarr
Susan Pasquariella
Connie Zuga

REPORT OF THE INTERNATIONAL ACTIVITIES COMMITTEE

ASIAN SUBCOMMITTEE

At the request of ESCAP, APLIC in early 1978 applied to UNFPA to hold a training institute in late 1978 in Bangkok for Asian population librarians and documentalists. UNFPA approved funding for the Second Regional Training Institute for the Development of Staff of Population Resource Centers in Asia and the Pacific and alloted $42,620.00 for the project. Cosponsors were IPPA and ESCAP. The institute, known as Bangkok II, was held to assess the progress made toward the establishment of a regional population information network in the five years since the Working Meeting on Asian Resources for a Population Library Information Network held in Bangkok in September 1973 (Bangkok I).

APLIC, through the UNFPA grant, employed the services of Bates Buckner as a consultant to assist the Asian Subcommittee in planning and implementing the institute. ESCAP handled local administrative arrangements and IPPF provided a pre-institute training program for IPPF-sponsored participants, resource person support as well as the travel and per diems for several IPPF-sponsored participants.

The UNFPA grant to APLIC, besides providing the services of Bates Buckner, provided for six resource persons (two from North America and four from Asia), the participation of seventeen Asian population librarians and documentalists, production of institute materials (including a sourcebook in population information, a followup survey of participants, and a final report.

The institute covered the following topics: communications and publications; audio-visual equipment and materials; microforms; networking and resource sharing; training and the evaluation of training materials; computerized resource sharing; and technical cooperation among developing countries (TCDC).

Several important recommendations evolved from the institute as well as the beginnings of a population information network among several Southeast Asian countries.

In 1979-1980, the subcommittee will complete a survey of the Bangkok II participants and compile and produce the final report of the institute.

REPORT OF THE INTERNATIONAL ACTIVITIES COMMITTEE

LATIN AMERICAN ACTIVITIES SUBCOMMITTEE

APLIC has maintained a close relationship with its sister organization, the "Asociacion Interamericana de Centros de Informacion en Poplacion" AICIP, with headquarters in San Jose, Costa Rica.

In January 1978, on behalf of AICIP, APLIC presented to the Tinker Foundation a proposal for the publication and distribution of a Spanish version of the Population/Family Planning Thesaurus. In July of 1978, the Foundation awarded a grant of $4,500 to APLIC to cover the expenses to be incurred by this project.

Although there was a considerable delay in the transfer of funds from APLIC to AICIP, AICIP went ahead with the publication of the Thesaurus, and its distribution throughout Latin America will begin soon.

At its meeting of January 12, 1979, the Board of Directors of APLIC considered a request from AICIP to the effect that APLIC submit a proposal to the UNFPA on behalf of AICIP for funding to carry out a followup training seminar to the first training workshop for population librarians, which took place in San Jose, Costa Rica in 1976. It is my hope that the Board will come to a favorable decision on this request.

We look forward to continued close cooperation with AICIP. I am sure that APLIC will spare no effort to further the progress of population library information in Latin America.

Rene Jaimes, Chairperson

REPORT OF THE MEMBERSHIP COMMITTEE

Membership

APLIC had a total membership of 156 for the period April 1 to December 31, 1978. The membership year was changed during 1978 to the calendar year to conform with the fiscal year. Members came from 33 countries, with U. S. members totaling 97 and those from other countries totaling 59. Countries represented are:

Argentina	1	Egypt	1	Netherlands	2
Australia	1	England	4	Pakistan	1
Bangladesh	2	France	1	New Guinea	1
Belgium	1	Ghana	1	Peru	1
Brazil	1	Granada	1	Philippines	6
Canada	5	India	6	Senegal	1
Chile	2	Indonesia	4	South Africa	2
China	1	Israel	1	Sri Lanka	1
Colombia	1	Kenya	1	Thailand	2
Costa Rica	1	Korea	1	Uganda	2
Dominican Republic	1	Malaysia	2	United States	97

At the APLIC Board meeting of September 29, 1978 the Board adopted the policy that a reduced membership fee shall mean $5.00 and that no member shall be given more than one year's free membership. During 1978 dues were waived for fourteen members and one paid a reduced fee.

Chapter Guidelines Approved by the Board, April 10, 1978

1. The membership of APLIC Chapters shall consist of interested APLIC members within a given geographic region.

2. All officers of a Chapter must be APLIC members.

3. All Chapter business must be conducted by APLIC members.

4. Within the guidelines stated above, Chapters' activities are within the jurisdiction of Chapters.

5. The APLIC Board recommends that meetings should be kept open with the hope that new members will be attracted and encouraged to join APLIC.

6. Special problems of individual Chapters shall be considered individually by the Board of Directors.

7. Application shall be made in writing to the Board of Directors by those APLIC members desiring to form Chapters.

Membership Committee: Dorothy Kaufman, Connie Zuga, Avi Green, Bill Barrows, Susan Pasquariella, Neil Zimmerman, and Ruth Sandor, Chair.

REPORT OF THE PUBLICITY COMMITTEE

The Publicity Committee worked in two areas--promoting the sale of APLIC publications and publicity for the annual conference.

Announcements of the publication of the Union List were sent to relevant library, information science, and population periodicals. The Union List was displayed at the ACRL and ALA Mid-Winter conferences, in the Publishers' Exposition Display. Copies of the publication announcement were distributed by several APLIC members together with their acquisitions lists, and were also sent to the more than 70 members of the New York Medical Library Center. An advertisement for the Union List appeared in Population Index.

Order forms were designed and distributed for APLIC Special Publications 1 and 3.

APLIC publications and order forms will be displayed at the APLIC annual conference.

The Publicity Committee prepared the Call for Papers, preliminary and final programs, a press release concerning the conference, and a poster advertising the conferences. The latter were mailed to relevant periodicals, associations, and area library schools. Philadelphia-area special librarians and medical librarians were invited to the conference as well.

The Publicity Committee will turn its attention next to publicizing Special Publications 1 and 3 and continue efforts to sell the Union List.

The efforts of the members of the Publicity Committee, especially Betty Ann Leibowitz and Judy Wilkinson, are appreciated by the Committee Chair. They were most creative and helpful.

Muriel Regan, Chairperson

REPORT OF THE TRAINING COMMITTEE

Affairs of the Training Committee were held at a minimum since the last annual meeting in Atlanta in April, 1978. The Population Reference Bureau's Training Program has not been able to get off the ground because of funding difficulties. Training and training opportunities were discussed at the Bangkok II conference, and many participants saw the need for training within countries, at the national level for example, as well as for advanced training in other countries. Proposals from participants for training seminars were heartily endorsed; it was hoped that funding agencies would assist in providing funds for future activities. The role of APLIC in providing training expertise was also recognized at Bangkok II. Hopefully, 1979 will see more concrete implementation of the PRB-APLIC program.

Alice D. Harris, Chairperson

REPORT ON MLA-APLIC LIAISON

The Medical Library Association again appointed a representative from MLA to APLIC for the year 1978-79.

MLA established an Ad Hoc Committee on Inter-Association Representatives during the past year, and the APLIC representative was invited to be a member. Helen Kolbe, as an alternate, attended the Committee meeting in Chicago June 15, 1978, at which the recommendation was made that an Inter-Association Representatives' Panel be established to increase the flow of information among members and to promote the interests of the MLA.

This year, at APLIC's annual meeting, a MLA Continuing Education Course: Management of Reference Services was offered.

Kathryn H. Speert, MLA-APLIC Representative

1979 REPORT ON THE APLIC DUPLICATE BOOKS DISTRIBUTION PROGRAM (DUPS)

Participation in the DUPS Program is open to all members of APLIC. The requested items must be placed in the library of the member. The program is free; but $1.00 per list is required of members in developed countries to help defray the postage costs.

During the last year, 32 lists were sent to the 80 APLIC members who have asked to participate in the DUPS Program. Ninety five percent of the thousands of books listed were requested and sent out.

We owe a very special "thanks" to the libraries who donated the materials and typed up the listings (arbitrary order):

East-West Population Institute Library
Rockefeller Foundation Library
IPPF/Western Hemisphere Region Library
Center for Population and Family Health Library, Columbia University
Center for Demography Library, University of Wisconsin
Planned Parenthood Federation of America, McCormick Library
Population Council Library
Population Council, Center for Biomedical Research Library
Office of Population Research Library, Princeton University
Carolina Population Center Library
Population Crisis Committee Library
Center for the Study of Population Library, Florida State University
U.N.F.P.A. Library
Population Reference Bureau Library
Planned Parenthood of New York City Library
Population Center Library, Johns Hopkins University
Association for Voluntary Sterilization/International Project Library
Harvard Center for Population Studies Library
Center for Population Research Library, Georgetown University
Mr. Geoffrey McNicoll
Bureau of Social Science Research Library
Centre de Documentation, Department de Demographie, Univ. de Montreal
Planned Parenthood of Rochester (New York) Library

This Program is administered for APLIC by the Population Council Library.

Hugh Neil Zimmerman

REPORT ON PUBLICATIONS, 1978-1979

1978-1979 was a fruitful year for APLIC-International in the field of publishing. By virtue of special funding, APLIC was able to launch its Special Publication program and produce several monographs with still others in work. The following list of APLIC publications will indicate the extent of activity in this area over the past twelve months.

1. Pasquariella, Susan K., comp. and ed. and Judith M. Wilkinson, ed. Union list of population/family planning periodicals: a serial holdings list of 36 North American APLIC member libraries and information centers. Clarion, PA: APLIC, 1978. 135 pp. $25.00 to non-members; $10.00 to members.
ISBN 0-933438-01-X (Assigned post-publication); LC 78-60528.

2. Goyer, Doreen S., comp. National population censuses, 1945-1976: some holding libraries. Clarion, PA: APLIC, 1979. 48 pp. (APLIC Special Publication No. 1.) $8.00 to non-members; $5.00 to members.
ISBN 0-933438-00-1; LC 79-4232.

3. Association of Population/Family Planning Libraries and Information Centers-International. Proceedings of the eleventh annual conference, Atlanta, Georgia, April 11-13, 1978. Edited by Rita F. Bergman. Joan P. Helde, assistant editor. Ruth Sandor, photographer. New York: APLIC, 1978. 265 pp. ISSN 0363-938X; LC 76-643241.

4. Shipman, Patricia E. and Carann Turner. Tools for population reference information: indexing and abstracting services. Clarion, PA: APLIC, 1979. 24pp. (APLIC Special Publication No. 3) $5.00 to non-members; $3.00 to members.
ISBN 0-933438-02-8; LC 79-11557

5. Wilkinson, Judith, ed. and members of the New York Regional Chapter of APLIC. Guide to population/family planning information sources. (APLIC Special Publication No.2) (In progress) This will be a handy reference tool for librarians and agencies in the field, listing directories, reference works, bibliographies, periodicals, libraries and organizations, and indexes and abstracts. Anticipated publication date, June.

6. Winters, Wilma. Directory of on-site orientation to population/family planning resources. (APLIC Special Publication No. 4.) (In progress.) Anticipated publication date, May.

Gloria A. Roberts

MIDWEST CHAPTER REPORT

1978-1979

The Midwest Chapter was founded at the Tenth Annual Conference of APLIC-International, by a caucus of two-thirds of the potential members. The caucus was held on the couch outside the room in which the APLIC-PAA session was being presented. This use of the open meeting format is characteristic of the underlying philosophy of the Midwest Chapter.

The formal annual convening of the Midwest Chapter at the APLIC annual conference did not take place in 1978, due to a meeting that was so open that the principals could not locate one another in the many superb eating and drinking facilities of the Atlanta Hilton. That problem is not anticipated to reoccur this year in Philadelphia.

Members of the Midwest Chapter have, however, conferred by telephone during 1978. The Chapter continues to make the conference evaluation a special project; the 1979 effort is being coordinated by John Cunico, incoming Chapter Chairperson.

John Cunico has served in an advisory capacity during the last year to APLIC members considering formation of yet another regional chapter, who quite correctly perceived the leadership position in this effort held by the Midwest Chapter. Indeed the Chapter is justifiably proud of its record in retention of membership.

NEW YORK REGIONAL CHAPTER REPORT

1978-1979

The New York Regional Chapter of APLIC-International held four meetings during the 1978-79 program year under the leadership of the following officers:

Chairperson:	Gloria Roberts (Planned Parenthood Federation of America)
Vice-Chairperson:	Helen Szterenfield (International Planned Parenthood Federation/ Western Hemisphere Region)
Secretary:	Tim Rice (Ford Foundation)

The May 24 meeting was held in Princeton at the Office of Population Research. After presentation of a recap of the events of the Annual Meeting for the benefit of those members who had not been in Atlanta, attention was turned to plans for forthcoming activities of the New York Chapter. The agenda included plans for publishing a Guide to Population Information Services (a revised edition of a publication produced by the Katharine Dexter McCormick Library of PPFA in 1972), programs for future meetings and plans for a membership drive. A tour of the Princeton campus included visits to all the libraries and a buffet luncheon, hosted by Richard Hankinson and Thomas Holzmann.

The September 19 meeting was held at PPFA. Main thrust of the session was to organize the factors relating to the anticipated Guide. Criteria were set and a working group designated. It was decided to accept an invitation extended by the Social Science Group of the Special Libraries Association to co-sponsor a Census Workshop with them and with the Law Librarians Association of Greater New York. Programs were established for the next two meetings.

The December 5 meeting was held at the International Project, Association for Voluntary Sterilization. Six guests attended as a result of efforts of a membership drive. Problems and solutions with respect to the matter of Duplicates were aired, with guests participating eagerly in the discussion. The highlight of the meeting was a report on the Bangkok II Conference by Avi Green and Blanche Horowitz. This indication of the scope of APLIC was most impressive. A summary of this meeting was reported in the APLICommunicator, No. 15, March 1979.

The February 21 meeting was held at IPPF/WHR. The major feature was a report by Richard Hankinson on the methodology, results and followup procedures pertaining to his survey of international vital statistics and migration publications produced by government agencies. The data collected

appeared in issues of Population Index and make excellent reference tools. Highlights of the Census Workshop were reported in addition. Nominations for officers for the coming year were requested and the results to be determined by mail-in ballot.

In addition to acquiring at least one new member, the New York Regional Chapter has during this past year participated in events which give it exposure to librarians other than its own members. Not only did the New York Chapter co-sponsor the Census Workshop, but it also participated in the Calendar project of METRO (New York Metropolitan Reference and Research Agency). Furthermore, we anticipate publishing the Guide to Population Information Sources which should provide librarians and researchers in the field with a handy reference tool.

Elected officers for the year 1979-1980 are: Chairperson-Helen Szterenfeld, Vice-Chairperson-Tim Rice, and Secretary-Nancy Zachary (PPFA).

Gloria A. Roberts, Chairperson

WASHINGTON/BALTIMORE CHAPTER ANNUAL REPORT

1978-1979

The Washington/Baltimore Chapter met bimonthly during this program year under the leadership of the following elected officers:

Chair - Connie Zuga, Bureau of Social Science Research
Vice Chair - Lance Canter, Population Reference Bureau
Secretary - Kate Potteiger, Planned Parenthood of Metropolitan Washington
Treasurer - Joan Heldo, Georgetown University

The program year began with a luncheon meeting featuring Thai cuisine at the Orchid Restaurant in Washington, D. C The program included a report on the Annual Conference in Atlanta and a new feature called "Libraries on Parade" during which Kate Potteiger described the library of Planned Parenthood of Metropolitan Washington. The program concluded with a brainstorming session on future directions of the chapter with members filling out a questionnaire on program preferences.

The Urban Institute Library hosted a brown bag lunch for the July 13 meeting. The "Libraries on Parade" were the Bureau of Social Science Research Library, presented by Connie Zuga, and the American Public Health Association Resource Center, presented by Sally Coghlan. Phil Pacheco of the Urban Institue led an informative discussion on interlibrary loan procedures and copyright law. The meeting closed with a tour of the Urban Institute Library.

The September 19 meeting featured a Spanish menu at the El Tio Pepe Restaurant in Georgetown. The guest speaker, Corey Richards, who is Deputy Director of the Alan Guttmacher Institute, spoke about current legislative actions on population and family planning issues.

On November 14, the chapter met at the Bureau of the Census Library in Suitland, Maryland. The program featured a tour of the library as well as demonstrations of the OCLC, ORBIT, and DIALOG online systems. Edgar H. Elam, Jr., statistician from the Decennial Census Division, described plans for the 1980 census. Lance Canter, Vice Chair of the Chapter, submitted her resignation because of her impending move to California, and Janet Stanley was appointed to complete her term of office. The program concluded with a demonstration of the Demographic Data Retrieval System by Martha Bargar.

The Population Crisis Committee Library hosted the January 25 meeting in Washington, D. C. Janet Stanley described the activities and collection of that library for this meeting's "Library on Parade," and Bruce Knarr reported on the Bangkok Seminar. Roundtable discussions were led by Helen Kolbe on "Grantsmanship" and by Barbara Bower on "Fugitive Materials."

The program year closed with an afternoon meeting at Johns Hopkins University in Baltimore hosted by Linda Knarr of the Population Dynamics Library and Helen Kolbe of the Population Information Program. Tours of both libraries formed part of the program along with an open forum discussion on future directions for the chapter. The following officers were elected for the 1979-1980 year: Chair-Mary Dauphinais; Vice-Chair-Barbara Bower; Secretary-Sarah Spengler; and Treasurer-Joan Helde.

Chapter income is derived from a $2.00 annual mailing list fee. During the 1978 calendar year there were 26 persons on the chapter mailing list, and as of April, 23 persons were on the 1979 list.

Connie S. Zuga, Chairperson

APPENDIX V

GUIDELINES CONCERNING PAYMENTS FOR ACTIVITIES IN APLIC PROJECTS

SOME PROPOSED GUIDELINES CONCERNING PAYMENTS FOR ACTIVITIES IN APLIC PROJECTS

Background

Since its formation in 1968, the Association for Population/Family Planning Libraries and Information Centers (APLIC) has achieved a great deal. Eleven annual conferences have been held and their proceedings published, training seminars have been held in Bangkok and San José, a newsletter is being published regularly, a duplicates exchange program has been set up, and several information-related publications have been issued. All this, and more, has been achieved primarily through volunteer, unpaid, activities of APLIC members, with the support of the organizations for which they work.

Although a great deal can be achieved on a purely voluntary basis, it is becoming increasingly clear that much more could be achieved if APLIC could raise funds for projects and suitably reimburse those willing to undertake specific tasks whether they are APLIC members or not. The practice of payment for services has been tried in APLIC projects during the past year, and the co-existence of voluntary and paid activities has given rise to certain problems; the following guidelines have been drawn up in the hope that such problems can be avoided in the future.

Volunteerism has been, is, and will continue to be a basic principle on which APLIC functions. It is self-evident that if all APLIC members required payment for their APLIC activities, the organization could not function. However, it is also increasingly evident that APLIC members provide an important source of experience, special skills, and knowledge in the field of population information and library work. As the projects become larger and more complicated, some will require participation by APLIC members or others on a paid basis.

APLIC will probably never have enough money to pay a full- or part-time staff. This is because the primary source of income is membership dues, and there is no likelihood that membership in a specialist group such as APLIC will increase significantly over and above the present number. It follows that if APLIC wishes to undertake funded projects, it will have to pay someone to undertake portions of the administrative work involved in those projects. With the best will in the world, there is a limit to the time that APLIC members could--or should--devote to extra-curricular activities of this kind and a limit to the amount of their time their organizations can be expected to provide for these activities.

APLIC's ability to compete for grants depends on the continuing willingness of APLIC members and their institutions to contribute voluntarily in time, travel, money, and other outlays. The general rule should be that most contributions to APLIC activities remain unpaid: only in exceptional cases should there be payment for services. When a proposal is prepared, the first step should be to examine closely how far APLIC

can draw on the voluntary resources represented by its membership; the availability of funding should never preclude the use of voluntary services. In this context, it should be clearly understood that an APLIC project is the concern of APLIC as a whole, not just the project committee set up to handle it, and that the entire membership should be drawn upon for advice and counsel, resources, and special expertise needed to carry out a project.

Finally, it should be recognized that APLIC members benefit both directly and indirectly from their voluntary contributions to APLIC activities, either in the raising of their professional knowledge and status or in their ability to learn more about and take advantage of the unique network of experts and friends that APLIC represents.

Guidelines

1. All budgets for projects for which APLIC wishes to raise funding from outside sources should contain a fixed percent for APLIC overhead costs. Although seven percent should be a guideline figure, the actual percent will vary according to the project and should be decided on an ad hoc basis.

2. All payments to APLIC or non-APLIC individuals should be specified as far as possible in the project proposal by the project committee or APLIC officers responsible with details of the amount of time and rate of payment spelled out in the project's budget based on current market prices.

3. Payments to APLIC members for work within funded projects will be limited as far as possible to activities identified and budgeted for in the funded proposals. Projects can also include payments to non-APLIC members with special skills and expertise, or who are available to undertake tasks APLIC members cannot provide.

4. Every effort should be made in the project proposal to include a dollar equivalent for all services donated to projects by APLIC members and the organization for which they work. In this way a truer picture of the voluntary contribution of APLIC to projects will emerge.

5. The completed proposal will be submitted to the President for Board or Executive Committee approval for the project and for the appointment of a project officer responsible for implementation.

6. Every effort will be made (Communicator, special mailings, etc.) to inform APLIC members of paid work within funded projects so that they can express interest in being considered for such tasks. From those interested, the project committee will recommend those most suitable to the President, who will determine the most appropriate applicant in consultation with the project committee.

7. No payments will be made for work already completed unless prior authorization was made.

Richard Hankinson
Helen Kolbe
Ruth Sandor